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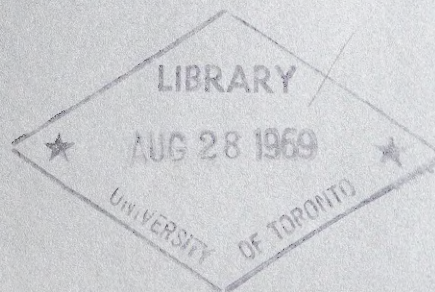


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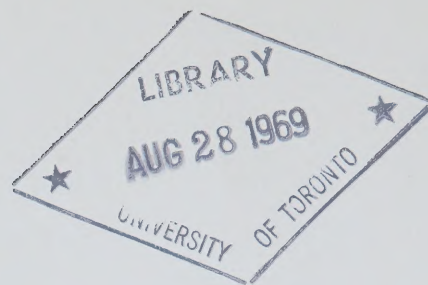
# ANNUAL REPORT

for the fiscal year ended  
March 31, 1967



CANADA DEPARTMENT OF LABOUR







Sixty-seventh  
**ANNUAL  
REPORT**

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ROGER DUHAMEL, F.R.S.C.  
Queen's Printer and Controller of Stationery  
Ottawa, 1968

Cat. No.: L1-1967

## CANADA DEPARTMENT OF LABOUR

340 Laurier Avenue West  
Ottawa 4, Canada

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Executive Assistant to Minister .....	R.D. Hayes
Parliamentary Secretary .....	Bryce Mackasey
Deputy Minister .....	George V. Haythorne
Assistant to Deputy Minister .....	F.M. Hereford

### Principal Officers

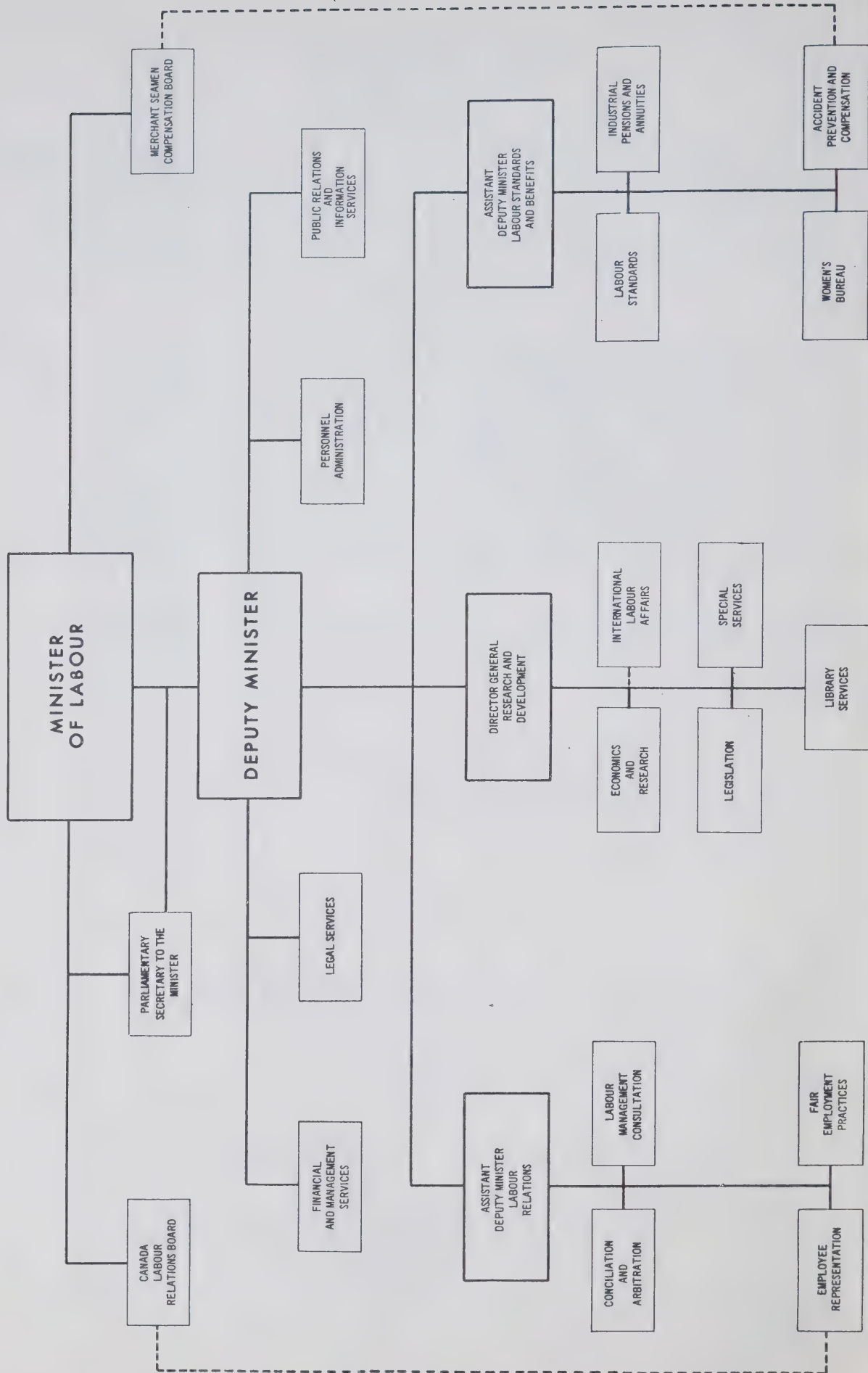
Departmental Solicitor .....	W.B. Davis
Director, Financial and Management Services .....	P.R. Parent
Director, Personnel Administration .....	R.E. Crosby
Director, Public Relations and Information Services .....	D.R. Monk
Assistant Deputy Minister (Labour Relations) .....	Bernard Wilson
Director, Conciliation and Arbitration .....	W.P. Kelly
Director, Employee Representation .....	J.L. MacDougall
Director, Fair Employment Practices .....	G.G. Blackburn
A/Director, Labour-Management Consultation .....	K.P. DeWitt
Director-General of Research and Development .....	Gil Schonning
Director, Economics and Research .....	George Saunders
Director, International Labour Affairs .....	John Mainwaring
Director, Labour Legislation .....	Miss E. Lorentsen
Director, Special Services .....	F.M. Hereford
Director, Library Services .....	G.W. Wilson
Assistant Deputy Minister (Labour Standards and Benefits) .....	J.-P. Després
Director, Accident Prevention and Compensation .....	J.H. Currie
Director, Industrial Pensions and Annuities .....	C.R. McCord
Director, Labour Standards .....	H.S. Johnstone
Director, Women's Bureau .....	Mrs. Jock Findlay

### ACTS ADMINISTERED BY THE DEPARTMENT OF LABOUR

Department of Labour Act – Revised Statutes of Canada 1952, chap. 72  
 Industrial Relations and Disputes Investigation Act – R.S.C. 1952, Chap. 152  
 Fair Wages and Hours of Labour Act – R.S.C. 1952, Chap. 108  
 Canada Fair Employment Practices Act – S.C. 1952/53, Chap. 19  
 Female Employees Equal Pay Act – S.C. 1956, Chap. 38  
 Government Annuities Act – R.S.C. 1952, Chap. 132  
 Government Employees Compensation Act – R.S.C. 1952, Chap. 134, amended by R.S.C. 1952, Chap. 323; S.C. 155, Chap. 33  
 Merchant Seamen Compensation Act – R.S.C. 1952, Chap. 178, amended by S.C. 1952/53, Chap. 16; S.C. 1957, Chap. 9  
 Canada Labour (Standards) Code – S.C. 1964/65, Chap. 38  
 Canada Labour (Safety) Code – S.C. 1966/67, Chap. 62 (awaiting proclamation)



CANADA DEPARTMENT OF LABOUR  
**PLAN OF ORGANIZATION**



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## INTRODUCTION

The Department of Labour began the 1966-67 fiscal year with a plan of organization less than a month old. A completely reorganized structure for the Department had been approved in March 1966 – the organization chart opposite is little changed from the one approved at that time – and the past 12 months have been spent in making the new organization plan into an efficiently working reality and in filling the gaps left when the Department's manpower-related programs were transferred at the beginning of 1966 to the Department of Manpower and Immigration.

The objectives of the reorganized Department are:

- full recognition of the vital role of labour in economic and social development;
- good employee-employer relations;
- improved standards of living for all workers;
- good working conditions; and
- protection of the rights of workers.

In pursuance of these objectives, the Department is interested in the welfare of all Canadian workers, though it has particular jurisdictional responsibility for workers in federal industries.

In carrying out these objectives, the Department promotes good relations among unions and employers by encouraging them to consult and resolve matters of mutual concern; settles disputes and controversies between unions and employers, through conciliation and other services, when they are unable to resolve such differences themselves; develops and enforces labour standards governing wages and other conditions of employment; examines matters of special concern to female members of the labour force and develops, in co-operation with other government and non-government groups, appropriate measures to deal with them; promotes the safety and well-being of workers by reducing and controlling physical or environmental hazards encountered in their work; encourages old age security through industrial pensions and annuities; provides compensation to injured workers in the federal public service and income support for workers adversely affected by major shifts in industry arising from changes in government policy; promotes and safeguards human rights, including freedom of association and associated rights of collective bargaining, equal pay for equal work to male and female workers, and equal job opportunities without discrimination on the basis of race, national origin, colour or religion, and protection against unfair labour practices.

The Department provides staff and administrative services to the Canada Labour Relations Board in the determination of questions affecting employee representation by trade unions; assembles, analyzes and reports on trends in wages, working conditions, union organization, collective bargaining, technological change, productivity and a variety of other labour matters through surveys and research; carries out socio-economic and legislative studies and evaluations of existing policies and programs and initiates proposals for the improvement of all phases of industrial relations; develops and implements broad programs of public information to deepen public understanding of changing working conditions in Canada, the principles of free collective bargaining, the role of unions, employers and government in industrial relations and of all functions of the Department; operates a comprehensive national labour library; co-operates with provincial Departments of Labour and other agencies in seeking to improve the working conditions of Canadian workers; participates in the development of international labour standards and their application in Canada and, with the International Labour Office and other international agencies working for economic and social progress in all countries, contributes to technical aid programs.



The central core of, and the most obvious change in the Department's new organization plan is the distribution of branches in three groups rather than in two, as formerly. In one group were placed four branches concerned with labour relations; the four are new branches that were formerly divisions of the Industrial Relations Branch: Conciliation and Arbitration, Employee Representation, Labour-Management Consultation, and Fair Employment Practices. In a second group were placed five branches concerned with research and development; one of them is the Library Services Branch, the result of the elevation to branch status of the Department of Labour Library. The third group comprises branches concerned with labour standards and benefits. Four branches responsible for the provision of services to the whole Department were placed directly under the Deputy Minister and are known as the Deputy Minister staff branches; they are: Financial and Management Services, Public Relations and Information Services, Legal Services, and Personnel Administration.

Two of the Department's programs swelled in size and strength: the programs to promote labour-management consultation and the prevention of job accidents. To accommodate the increased emphasis being placed on labour-management consultation, the Labour-Management Consultation Branch, which conducts the program to encourage joint consultation in industry, doubled the number of its field officers and established three regional offices with regional supervisors. A concentrated advertising campaign was carried out in the last three months of the fiscal year. During the year, 156 new labour-management committees were set up and 56 were deleted from the list of functioning committees as a result of plant mergers, consolidations or closures or because of inactivity. At the end of the fiscal year 2,158 committees were functioning.

In preparation for the proclamation of the Canada Labour (Safety) Code, enacted in December 1966, the Accident Prevention and Compensation Branch began to recruit the staff to implement its provisions. Enactment of the federal safety code was an important achievement; it is the first safety Act of general application to industries under federal jurisdiction in the history of Parliament. The Canada Labour (Safety) Code is the last of five Acts that are consolidated under the short title of "Canada Labour Code." The other four are: Canada Labour (Standards) Code, Female Employees Equal Pay Act, Canada Fair Employment Practices Act, and Industrial Relations and Disputes Investigation Act. The Accident Compensation Division of the Branch reported a 2.91-per-cent increase in accident claims, to 20,331; but fatalities decreased to 9 from 24.

Other changes in branch responsibilities and structure occurred in the Special Services Branch, which assumed responsibility for emergency planning but gave up responsibility for the Winter House Building Incentive Program, discontinued during the year, and in the Economics and Research Branch, which increased the number of its divisions to seven by splitting its Wages and Industrial Relations Research Division in two.

Canada was host in September 1966 to the Eighth Regional Conference of American States Members of the International Labour Organization; the Minister of Labour was President of the Conference. Delegates from 19 countries attended. During the year Canada ratified two ILO Conventions, bringing to 23 the number ratified by Canada.

Demands on the Department's conciliation services were heavy during 1966-67, the disputes making the heaviest being those in the Ontario trucking industry, on the major Canadian railways, involving longshoremen in St. Lawrence ports, on the St. Lawrence Seaway, in Air Canada, in the West Coast longshore industry and in the Canadian Broadcasting Corporation. Strikes occurred in all these disputes except that in the CBC and on the Seaway. The Minister of Labour appointed four industrial inquiry commissions and named 13 arbitrators. The Canada Labour Relations

Board received 135 applications for certification of bargaining agents, and granted 72 applications.

The Minimum Wage provision of the Canada Labour (Standards) Code became universally applicable, in industries under federal jurisdiction, on December 31, 1966. That was the expiry date of all deferments permitted by the Code, regardless of their period.

The vacancy in one of the Assistant Deputy Minister positions that existed at the end of the preceding fiscal year was filled on August 1, 1966 with the appointment of Jean-Pierre Després, who for 10 years had been the Director of Industrial Relations for the Iron Ore Company of Canada. In the Department he has particular responsibility for the Labour Standards and Benefits Group.

A new Director was appointed for the Women's Bureau to succeed the Bureau's first Director, Miss Marion V. Royce, who retired, and for the Economics and Research Branch in succession to the now Director-General of the Research and Development Group. Directors were appointed, too, for three of the four new branches created from the former Industrial Relations Branch. One of these new Directors was transferred from the directorship of the Public Relations and Information Services Branch; he was succeeded by the Director of the Information and Technical Services Branch of the Department of Forestry and Rural Development. The new Directors are: Mrs. Jock Findlay, Women's Bureau; George Saunders, Economics and Research; W.P. Kelly, Conciliation and Arbitration; J. Lorne MacDougall, Employee Representation; George G. Blackburn, Fair Employment Practices; and David R. Monk, Public Relations and Information Services. Another appointment was that of Guy de Merlis, Executive Assistant to the Deputy Minister, as Labour Attaché at the Canadian Embassy in Brussels.

Appointments were made also to the two boards that report to the Minister of Labour. J.J. Quinlan, Q.C., of Ottawa was appointed Vice-Chairman, and Jacques Guilbault of Baie Comeau, Que., a member (representing employers) of the Canada Labour Relations Board. J.L. MacDougall, Director of the Employee Representation Branch, was named Chief Executive Officer, and G.A. Lane of that Branch was appointed Secretary of the CLRB. Assistant Deputy Minister of Labour Jean-Pierre Després was named Chairman of the Merchant Seamen Compensation Board; J.H. Currie, Director of the Accident Prevention and Compensation Branch, was made a member and Stanley Leeson, Chief of the Accident Compensation Division of that Branch, was named Secretary of the Board.



COMPARATIVE STATEMENT BY OBJECTS OF EXPENDITURES FOR 1965-66 AND 1966-67

	1965-66			1966-67
	Labour	Citizenship & Immigration*	TOTAL	Labour
Salaries and Wages.....	\$2,935,741	\$22,063,567	\$24,999,308	\$ 3,807,231
Overtime.....	12,523	64,460	76,983	16,284
Civilian Allowances.....	32,149	17,614	49,763	30,650
Professional and Special Services .....	1,238,859	171,186	1,410,045	764,338
Travelling and Removal Expenses.....	111,229	415,020	526,249	145,736
Freight, Express and Cartage.....	6,672	27,619	34,291	6,784
Postage .....	6,918	277,123	284,041	13,658
Telephones, Telegrams and Other Communication Services .....	58,099	665,181	723,280	103,065
Publication of Departmental Reports and Other Material .....	181,220	115,150	296,370	210,013
Exhibits, Advertising, Films, Broadcasting and Displays.....	442,287	834,998	1,277,285	369,446
Office Stationery, Supplies, Equipment and Furnishings.....	199,473	466,983	666,456	214,159
Materials and Supplies.....	—	4,627	4,627	—
Building and Works, including Land Construction or Acquisition .....	—	437,000	437,000	—
Rental of Office Accommodation.....	—	1,269	1,269	—
Municipal or Public Utility Service .....	—	2,271	2,271	—
Pensions, Superannuations, etc. ....	2,450,269	11,448	2,461,717	2,775,845
Other Expenditures .....	414,411	286,193	700,604	748,205
TOTAL Operating Expenses.....	8,089,850	25,861,709	33,951,559	9,205,414
Contributions, Grants, Subsidies, etc. ....	15,903,861	194,975,946	210,879,807	15,705,640
TOTAL EXPENDITURES .....	\$23,993,711	\$220,837,655	\$244,831,366	\$24,911,054

\*Expenditures associated with manpower units of the Canada Department of Labour transferred to the Department of Citizenship & Immigration on January 1, 1966.

COMPARATIVE STATEMENT OF EXPENDITURES BY DEPARTMENTAL APPROPRIATIONS FOR  
1965-66 AND 1966-67

	1965-66			1966-67
	Labour	Citizenship & Immigration	TOTAL	Labour
Departmental Administration, including grants of \$50,000 to International Advanced Training Centre, Turin, Italy; a grant of \$38,000 and one fellowship for \$12,000 to the International Institute of Labour Studies, Geneva, Switzerland; \$10,000 to Frontier College and \$5,000 to the Labour College of Canada; the Minister's salary and motor car allowance; and the expenses of the International Labour Conferences .....	\$ 1,829,971	\$ 786,746	\$ 2,616,717	\$ 2,566,902
Economics and Research Branch, including research grants and related expenses .....	502,601	474,820	977,421	809,903
Industrial Relations activities including the administration of the Industrial Relations and Disputes Investigation Act, the Canada Fair Employment Practices Act, and the promotion of Labour-Management Co-operation .....	607,005	—	607,005	918,974
Labour Standards Activities, including the administration of the Canada Labour (Standards) Code, the Fair Wages and Hours of Labour Act, the Fair Wages Policy Order, the Female Employees Equal Pay Act, and activities associated with determination of wage rates for Prevailing Rate Employees, Ships' Officers and Crews and Commissionaire Services .....	424,296	—	424,296	453,562
Administration of the Maritime Transportation Unions Trustees Act .....	228,312	—	228,312	165,520
Administration of the Maintenance of Railway Operation Act 1966 .....	—	—	—	21,723
Civilian Rehabilitation Branch Administration including the promotion of a program for the employment of the older worker				
Administration .....	—	145,578	145,578	—
Payments to carry out purposes of the Vocational Rehabilitation of Disabled Persons Act, and agreements thereunder, including undischarged commitments under previous agreements .....	—	843,667	843,667	—
Older Worker Employment and Training Incentive Payments	—	9,376	9,376	—
Special Services Branch				
Administration .....	545,678	541,063	1,086,741	92,043
Farm Labour Payments .....	—	125,630	125,630	—
Payments to the Provinces under Municipal Winter Works Incentive Program				
1964-65 Program .....	—	26,318,304	26,318,304	—
1965-66 Program .....	—	14,829,542	14,829,542	—
Payments under Winter House Building Incentive Program				
1963-64 Program .....	—	—	—	10,500
1964-65 Program .....	14,145,000	—	14,145,000	92,000
1965-66 Program .....	1,612,000	—	1,612,000	15,226,500
Manpower Consultative Services, including payments in accordance with agreements entered into with the approval of the Governor in Council by the Minister of Labour with provinces, employers and workers in respect of labour mobility and assessment incentives .....	—	145,173	145,173	—



COMPARATIVE STATEMENT OF EXPENDITURES BY DEPARTMENTAL APPROPRIATIONS FOR  
1965-66 AND 1966-67 (CONTINUED)

	1965-66			1966-67
	Labour	Citizenship & Immigration	TOTAL	Labour
Technical and Vocational Training Assistance				
Administration .....	\$ -	\$ 687,527	\$ 687,527	\$ -
Payments to the Provinces .....	-	152,761,543	152,761,543	-
Elliot Lake Centre for Continuing Education - Requisition of Land from Mississagua Indian Village .....	-	437,000	437,000	-
Annuities Act				
Administration .....	1,091,144	-	1,091,144	1,145,356
Pension Plan .....	33,700	-	33,700	35,400
Administration of the Canada Labour (Safety) Code .....	-	-	-	3,325
Administration of Government Employees Compensation Act	112,750	-	112,750	135,863
Payments of Compensation respecting government employees	2,841,405	-	2,841,405	3,099,626
Payments to dependents of deceased merchant seamen .....	15,686	-	15,686	7,765
Payments for transitional assistance to workers in Automotive Manufacturing and Parts Industry .....	3,892	-	3,892	125,996
Administration of the National Employment Service, including the transfer of labour to places where employment is available and expenses incidental thereto and including a grant of \$2,500 to the Canadian Association for Adult Education to assist in defraying the expenses of a founding conference for a Canadian Guidance and Counselling Association .....	-	22,683,182	22,683,182	-
Grants to workers who move from one place to another place in Canada .....	-	48,504	48,504	-
Floral Tribute (Vote 15 - Unforeseen Expenditures) .....	35	-	35	-
Write-off of Active Assets .....	236	-	236	96
<b>TOTAL EXPENDITURES .....</b>	<b>\$23,993,711</b>	<b>\$220,837,655</b>	<b>\$244,831,366</b>	<b>\$24,911,054</b>

## CONCILIATION AND ARBITRATION

### Conciliation Services

The disputes making the most demands on the Department's conciliation service were those affecting trucking, railways, longshoring, seaway, airline, and broadcasting operations.

**Trucking Operations** – The Ontario trucking strike, which began in January 1966, was still in effect at the close of the previous fiscal year. At the end of April, in a referendum vote, the union membership accepted proposals for settlement made by the conciliation officers. The dispute affected some 9,000 members of the Teamsters union and about 55 companies of the Motor Transport Industrial Relations Bureau of Ontario.

**Railway Operations** – The dispute between the major Canadian railways and the non-operating unions and the Brotherhood of Railroad Trainmen resolved itself into five separate disputes, which were heard by five conciliation boards. One dispute involved seven main railways and seven unions representing about 55,000 non-operating employees. Another affected eight main railway companies and 10 railway-shop craft unions, representing about 28,000 shop-craft employees. A third dispute was between the Canadian National Railways and four smaller railway companies and the Canadian Brotherhood of Railway, Transport and General Workers, representing about 22,000 employees. The fourth dispute involved the Canadian National Railways and the Brotherhood of Railroad Trainmen; the fifth, the Canadian Pacific Railway Company and the same union. These last two affected some 17,500 trainmen on the two railways.

All unions concerned rejected the recommendations of the five conciliation boards, and set a strike date. At mid-day August 26, a nation-wide railway strike began. On August 29 Parliament was recalled, and on September 1 the Maintenance of Railway Operation Act, 1966 was passed. The Act ordered the railways to resume operation and the unions to terminate the strike; it provided an interim wage increase. The legislation provided also for the appointment of a mediator and, if no settlement could be reached in mediation, for the appointment of a board of arbitrators. At the end of the fiscal year, only the dispute affecting the 28,000-member shop-craft group had not been settled, and was before a board of arbitrators.

**Longshore Operations** – A conciliation board appointed by the Minister of Labour on May 10 was unable to bring about a settlement in a dispute affecting the Shipping Federation of Canada and several locals of the International Longshoremen's Association in the St. Lawrence ports. On May 12, as the board was meeting, the longshoremen walked off the job. After the board reported inability to make any constructive recommendations, on May 18 the Minister of Labour appointed Judge René Lippé, Montreal, as an Industrial Inquiry Commission to mediate the dispute. Mediation continued into early June. After meetings in Ottawa on June 11, 12 and 13 – the Prime Minister was present at the last one – a settlement was reached. In his report, Judge Lippé recommended appointment of an Industrial Inquiry Commission to inquire into productivity in the St. Lawrence ports. This Commission was appointed June 23; the St. Lawrence Ports Working Conditions Act, passed July 14, set out its terms of reference. The Commission had not reported at the end of the year.

**Seaway Operations** – On April 13, the Minister of Labour appointed a conciliation board to deal with a dispute between the St. Lawrence Seaway Authority and the Canadian Brotherhood of Railway, Transport and General Workers. The board's report, received on May 24, was rejected by the union, which set a strike date of June 17. On June 10, the Minister of Labour appointed Senator Norman MacKenzie as mediator, and on June 16 the mediator announced a settlement.

**Air Line Operations** – A conciliation board was appointed by the Minister of Labour on September 16, 1966 to hear a dispute between Air Canada and the International Association of



Machinists and Aerospace Workers. Efforts to reach agreement failed and a strike began on November 14 but, at the request of the Minister, the parties continued to meet. The strike was terminated on November 27 after an agreement had been reached in direct negotiations between the parties.

**Broadcasting Operations** — The Minister of Labour appointed a conciliation board on May 5, 1966 to deal with a dispute involving the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians. On September 12 the conciliation board reported to the Minister of Labour. The union rejected the recommendations, but after further extensive mediation sessions, an agreement was reached on October 1. The union had announced that it had members' authority to strike on October 2.

**Conciliation Proceedings Under the Industrial Relations and Disputes Investigation Act,  
by Disposition of Cases, for Fiscal Year 1966-67 and from Inception\* of the Act**

	1966-67		From Inception to March 31, 1967	
	Number of Disputes	Number of Workers Directly Affected	Number of Disputes	Number of Workers Directly Affected
Disputes being dealt with by conciliation officers at beginning of period .....	30	8,023	—	—
Disputes referred to conciliation officers .....	98	29,724	1,265	871,019
<b>Total .....</b>	<b>128</b>	<b>37,747</b>	<b>1,265</b>	<b>871,019</b>
Disputes settled by conciliation officers .....	64	17,380	808	228,732
Disputes not settled by conciliation officers .....	28	13,761	399	633,160
Disputes which lapsed; no further action required .....	8	259	30	2,780
Disputes being dealt with by conciliation officers at end of period .....	28	6,347	28	6,347
<b>Total .....</b>	<b>128</b>	<b>37,747</b>	<b>1,265</b>	<b>871,019</b>
Disputes being dealt with by conciliation boards at beginning of period .....	12	110,017	—	—
Disputes in which parties were considering conciliation board recommendations at beginning of period .....	3	251	—	—
Disputes referred to conciliation boards .....	32	33,661	419	1,460,868
<b>Total .....</b>	<b>47</b>	<b>143,929</b>	<b>419</b>	<b>1,460,868</b>
Disputes settled by conciliation boards .....	23	10,454	312	983,983
Disputes not settled by conciliation boards .....	15	130,090	85	472,971
Disputes which lapsed; no further board action required .....	2	23	15	552
Disputes in which parties were considering conciliation board recommendations at end of period .....	3	2,216	3	2,216
Disputes being dealt with by conciliation boards at end of period .....	4	1,146	4	1,146
<b>Total .....</b>	<b>47</b>	<b>143,929</b>	<b>419</b>	<b>1,460,868</b>

\*September 1, 1948

**West Coast Longshore Operations** – A critical dispute that arose in the west coast ports over the rights of longshore foremen to be represented by a union, although not subject to the usual collective bargaining conciliation procedures, required the mediation services of the Minister of Labour and the Department. The foremen withdrew their services on November 17, ILWU members refused to cross the picket lines, and soon some 4,000 longshoremen were idle. On December 3, the Minister, along with the Assistant Deputy Minister (Labour Relations), arrived in Vancouver to begin mediation. After daily mediation sessions, both parties accepted a formula for settlement advanced by the Minister. The longshoremen returned to work on December 8. On December 15, the Minister of Labour appointed an Industrial Inquiry Commission, which reported back on March 28 with recommendations for a grievance and arbitration procedure.

#### **Board of Trustees of the Maritime Transportation Unions**

The report of the board for 1966 was received by the Minister of Labour in March 1967. It concentrates on an analysis of the basic issues causing industrial unrest in the maritime industry.

The trustees discuss the difficulties inherent in the peculiar labour-management relationship in the maritime industry, which tends to encourage pattern bargaining techniques and union displacement. The report emphasizes: (1) that the parties should agree on a national bargaining structure and (2) that the employers must unite to create a bargaining institution.

Other conclusions are: that industry hiring practices should be under joint union-management control; the Seafarers' International Union of Canada should become affiliated with the Canadian Labour Congress; that current work practices in the industry should be modified through negotiation between the parties to meet the provisions of the Canada Labour (Standards) Code; that machinery for the settlement of disputes arising out of manning of ships is necessary; and that there is a need for union-management co-operation to provide facilities to induce seamen training and to further their general education.

To help in the settlement of the complex problems facing the industry, the trustees recommend that the unions, the employers and the government departments involved form a standing tripartite committee to maintain co-ordination among the parties to expedite the progress of their joint plans.

#### **Other Proceedings**

**Applications for Consent to Prosecute** – The Minister received 50 applications during the year, under Section 46 of the Industrial Relations and Disputes Investigation Act, for consent to prosecute; 15 of the requests were granted, 9 were withdrawn, and 26 were pending at the end of the year.

Since the Act came into force on September 1, 1948 the Minister has received 383 applications for consent to prosecute. Of these, 97 were granted, 18 refused, 2 referred to industrial inquiry commissions and settled, 4 referred to conciliation officers and settled, and 21 withdrawn; 24 lapsed, 26 remained pending at the end of the year, and 191 applications pending at the end of the previous fiscal year are considered as being withdrawn as a result of the settlement reached in negotiations with the six Ontario-based trucking companies initiating the applications.

**Complaints of Violation of the Act** – Nine complaints of alleged violations of provisions of the same Act were made to the Minister during the year, under Section 44. One of these was referred to a conciliation officer and settled, four lapsed, two were dismissed, and two developed into granting of consent to prosecute.

From the inception of the Act, 111 complaints have been received under Section 44. In nine cases the Minister appointed industrial inquiry commissions under Section 56; one complaint was settled and eight, which were found to be unsupported by the facts, were dismissed. Sixteen were settled by conciliation officers, 18 other complaints were not settled or were dismissed, 27 were withdrawn, 20 lapsed, and 21 resulted in either the granting or refusal of consent to prosecute.

**Industrial Inquiry Commissions** – During the year four Commissions were appointed under Section 56 of the Act, which empowers the Minister to enquire into industrial matters and alleged violations of the Act. Since inception of the Act, 39 such appointments have been made.

**Arbitration** – During the year the Minister received from the parties to collective agreements 29 requests for the designation of an arbitrator to deal with differences arising between the parties concerning the meaning or violation of the collective agreement. In 13 cases an arbitrator was named.



## EMPLOYEE REPRESENTATION

The Employee Representation Branch provides the staff functions required in the administration of the provisions of the Industrial Relations and Disputes Investigation Act that involve the powers and responsibilities of the Canada Labour Relations Board. The Act provides for a Board composed of four representatives of organized labour, four representatives of employers' organizations, an independent chairman and a vice-chairman who acts during the chairman's absence. The Board is entrusted with responsibility for ensuring the orderly solution of representation disputes by determining applications for the certification or decertification of trade unions as bargaining agents; for prescribing grievance and arbitration procedures upon application; and, upon referral from the Minister of Labour, for dealing with complaints that a party to collective bargaining has failed to make every reasonable effort to conclude a collective agreement. Officers and staff of the Employee Representation Branch act as officers and staff of the Board.

### Canada Labour Relations Board

The Canada Labour Relations Board met on 40 days during the year. Approximately three-fifths of this time was spent in hearing oral submissions by representatives of the 42 employers, 61 trade unions and various other parties who appeared before the Board. Many cases coming before the Board are decided without the need for hearings.

**Certification Proceedings** – The 135 applications for the certification of bargaining agents received by the Board during the year affected 22,441\* workers. Another 34 applications for certification were in process at the close of the previous year. Of these 169 applications, which directly affected 33,512\* workers, 72 were granted, 27 rejected, 25 withdrawn and three applications were considered to have lapsed. At the end of the year, the remaining 42 were still being investigated. During the year, the Board ordered 26 representation votes in applications for certification, and two votes in applications for revocation of certification.

From the inception of the Act in September 1948 to March 31, 1967, the Board received 1,934 applications for certification, directly affecting some 259,431\* workers; 1,103 applications were granted, 396 rejected, 390 withdrawn, 3 were considered to have lapsed, and 42 were pending at the end of the year. In that period the Board ordered 321 representation votes in applications for certification and 18 votes in applications for revocation of certification.

### Other Proceedings

**Complaints of Failure to Bargain** – During the year no complaints, alleging that a party had failed to bargain collectively, were made to the Minister under Section 43 of the Industrial Relations and Disputes Investigation Act, and therefore no complaints were referred to the Board.

From the inception of the Act to March 31, 1967, the Minister referred to the Board eight complaints concerning failure to bargain collectively. In three cases the Board issued Orders requiring the respondents to bargain collectively with the complainants, and in one of these cases later revoked the Order. It dismissed four complaints on the grounds that Section 43 of the Act did not have application to the matters in dispute, and permitted the withdrawal of one such complaint.

**Applications for Revocation of Certification** – The Act provides (Section 11) that where in the opinion of the Board the bargaining agent no longer represents the majority of employees in the unit for which it was certified, the Board may revoke the certification of the bargaining agent.

Ten applications for revocation of certification were received during the year; seven were granted, one was withdrawn, and two were pending at the end of the year.

\*Preliminary estimates, subject to revision.

Since the inception of the Act, the Board has received 77 applications for revocation; 48 were granted, 24 refused, three were withdrawn, and two were pending at the end of the fiscal year.

**Applications for Review** – The Act provides (Section 61 (2)) that a decision or order of the Board is final and conclusive and not open to question, or review, but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under the Act and may vary or review any decision or order made by it under the Act.

Ten applications for review were received during the year; three were granted in whole or in part, two were refused, and one was withdrawn. Four cases were pending at the end of the year.

Since the inception of the Act, the Board has received 103 applications for review; 37 were granted in whole or in part, 60 were refused, two were withdrawn, and four were pending at the end of the fiscal year.

**Applications for Procedure for Final Settlement of Disputes Concerning the Meaning or Violation of Collective Agreement** – The Act prescribes (Section 19) that where a collective agreement does not contain a procedure for the final settlement of differences concerning the meaning or violation of a collective agreement, an application may be made to the Board for the provision of such a procedure. No such application was received during the year.

Since the inception of the Act, 17 such applications have been received; eight were granted, three rejected, and six settled without the necessity of a Board Order.

## LABOUR-MANAGEMENT CONSULTATION

The Labour-Management Co-operation Service was expanded in 1966 into the Labour-Management Consultation Branch, and the staff was increased from 12 to 24 industrial relations officers. Three regional area offices were established in Ottawa (Eastern), Toronto (Central) and Winnipeg (Western), and three supervisors were appointed to direct Branch activities in these regions. New area offices were opened in Edmonton, Saskatoon, North Bay, Chicoutimi, Quebec City, Halifax, Saint John, and St. John's, Nfld.

Labour-management conferences, with the co-operation and support of unions, industry and government organizations, were held in Guelph, Ont., on October 22, 1966, and in Edmonton, Alta., on November 3 and 4, 1966. These conferences were co-sponsored by the federal and provincial Departments of Labour, municipal authorities, local Chambers of Commerce, Canadian Manufacturers' Association, Builders' Exchange, district labour councils, and the provincial Federations of Labour. Discussions are now being held with other provincial authorities to organize similar conferences at various centres across Canada.

During the year, 156 new committees representing 27,226 employees were added to the number of functioning labour-management committees; 56 committees representing 11,777 employees were deleted, for reasons such as inactivity, plant closures or consolidation of operations in administrative changes or plant mergers. Thus, 2,158 committees were functioning at March 31, 1967, representing 631,083 employees, compared with 2,058 committees at March 31, 1966, representing 615,634 employees.

A concentrated effort was made to encourage these committees to deliberate on problems arising from technological change, such as advance planning on new equipment and work techniques, educational and technical training, retraining and upgrading.

**Publications** — The Branch publishes in English and French a news bulletin, "Teamwork in Industry." More than 26,000 copies are issued 10 times a year. The work of joint committees across the country is reported as well as items of general interest to management and labour in the field of labour relations. The Branch distributed more than 1,250,000 pieces of literature to labour-management committees.

Some 92,000 copies of the monthly bulletin "Let's Discuss" were distributed to assist committee discussions on a wide range of subjects. About 60,000 monthly posters and 816,000 pay envelope stuffers illustrating the subjects of these bulletins were distributed to encourage employees to participate in the activities of the committees. And 16,000 other posters on re-training employees and improving competitive status were published.

More than 6,700 copies in English and 5,000 copies in French of the publication "Today's Need for Joint Consultation" were distributed to labour, management and government organizations in Canada, and to individuals upon request. The demand exceeded expectations and another 6,000 copies were printed.

A revised edition of the leaflet "Working Together" describing the aims and purposes of labour-management committees was distributed by field representatives of the Branch.

The Centennial pamphlet, "Your Invitation to Better Industrial Relations," is being distributed to labour and management organizations.

All publications and material are issued free of charge in English and French.

**Promotional Campaign** — A national promotional campaign was launched pointing out the benefits to be gained from joint consultation. This program started with two advertisements in all the major daily newspapers across Canada and was followed up by magazine advertisements, radio and TV announcements.



## FAIR EMPLOYMENT PRACTICES

Early in 1967 the Fair Employment Practices Branch was established to provide for a full-time director and staff to carry out the Department's responsibilities in the field of human rights and to administer the Canada Fair Employment Practices Act and the Female Employees Equal Pay Act. From the time of their coming into force – the former in 1953, the latter in 1956 – these Acts had been administered by the Industrial Relations Branch.

The Fair Employment Practices Branch will work closely with international agencies, including the International Labour Organization, in developing and promoting programs in the general field of human rights, and will make a continuing contribution to the work of the United Nations in this field through its membership on the Inter-departmental Committee on Human Rights.

The Branch will be expected to encourage and initiate research and analysis to identify and define the problems as they exist in Canada, to weigh the effectiveness of present legislation, to formulate a policy under an agreement made by Canada with the International Labour Organization, and to seek the co-operation of employers' and workers' organizations, and other appropriate bodies, in promoting the acceptance and observance of this policy.

Since the inception of the Fair Employment Practices Act, 42 formal complaints have been received. All have been settled through mediation. There have been no summary convictions for violation of the provisions of the Act.

During the year, advertisements again were placed in the ethnic press and other selected publications, and several thousand copies of 10 different pamphlets and bulletins were distributed.

## ECONOMICS AND RESEARCH

The Economics and Research Branch now comprises seven divisions as a result of the dividing into two parts of the Wages and Industrial Relations Research Division. The seven divisions are: Federal Industries, General Economic Analysis, Industrial Relations Research, Collective Bargaining, Labour Organizations, Surveys, and Wages Research Divisions.

### Federal Industries Division

The Federal Industries Division has developed extensive statistical information, based on the 1965 Wage Rates Survey, on employment, wages and working conditions in industries coming under federal jurisdiction. This information, which provides a picture of conditions existing in these industries immediately prior to the introduction of the Canada Labour (Standards) Code in July 1965, will be compared with similar survey data for the years 1966 and 1967.

A handbook is being prepared that will provide basic statistical and economic information for all industries coming under federal jurisdiction. In addition, a comprehensive analysis of the 1965 employment and wage data has been undertaken, which includes an analysis of the direct wage-cost impact of the Code. Similar analyses are planned for the post-Code years of 1966 and 1967.

The statistical and analytical information being developed will be useful for assessing and measuring the economic impact of the Canada Labour (Standards) Code and for developing criteria on which to base future revisions in the Code provisions.

Statistical data on wage trends and costs and background information were prepared for the conciliation and mediation proceedings in the railway dispute. Work was begun on a detailed analysis of hours of work of the railway running trades in the Canadian National and Canadian Pacific railways to determine the magnitude of excessive hours worked by these employees. Two special studies of the railway industry were completed during the year and will be published. One concerns the history of industrial relations in this industry. The other examines the effects of the 1920 McAdoo Award on the running trades in Canada and described the evolution of the payment system and working conditions from 1920 to 1965.

A report on hours of work in the Great Lakes shipping industry was prepared and published.

The Division is developing a framework for study of the industrial relations structure and process in federal industries, and a research program is being developed to study the effects and implications of the Canada Labour (Safety) Code.

### General Economic Analysis Division

The main responsibility of the General Economic Analysis Division is to provide analyses of general economic movements, including policy developments, with special emphasis on those likely to have an impact on the activities of the Canada Department of Labour. The Division also provides advice on economic matters to senior officials of the Department. During the year, the Division prepared a number of reports on general economic conditions for internal government use, participated in the design of a survey conducted to secure information on the relationship between qualifications of federal civil servants and the responsibilities of the positions they occupy, and developed methods of deriving wage-rate estimates from information included in collective agreements.

The Division is participating in development and research projects associated with the Women's Bureau.

### Industrial Relations Research Division

The Industrial Relations Research Division was established in June 1966 when the former

Wages and Industrial Relations Research Division was divided to form two separate divisions. It was established to develop a greater understanding of the internal operations of the Canadian industrial relations system and of the factors causing problems in this system; to assess the consequences of the outputs of the systems as they influence the achievement of our social and economic objectives; and to propose changes in public and private policies and programs so that the system can make a greater contribution to the achievement of national goals.

Research has been continued on the structure of a collective bargaining study that was begun in 1964. Data on negotiating units covering 500 or more employees for the years 1953-1966 have been put on computer, and computer programs have been developed that will generate a large number of tables. Part of this study was done in co-operation with the Economic Council of Canada, and some preliminary data from the study were used for a number of charts in the Economic Council's Third Annual Review. A complete study, utilizing this data, is being done for the Prime Minister's Task Force on Labour Relations.

Work has continued on studies of collective bargaining in the pulp and paper industry and the iron and steel industry. In addition, the Division, in co-operation with the Task Force on Labour Relations, has agreed to do a series of studies on collective bargaining in a large number of industries.

### Collective Bargaining Division

The Collective Bargaining Division prepares the Collective Bargaining Review, published as a supplement to the Labour Gazette. The Review gives a monthly account of major labour-management negotiations in Canada, listing the unions and companies engaged in bargaining and the progressive stages of negotiations, and giving summaries of the settlements. This information was supplemented by annual and semi-annual tables showing the duration of the negotiations required to reach agreement and the settlements arrived at. During the past year, new procedures were adopted to present data on wage changes in percentage form as well as in cents per hour. The Review includes all agreements covering 500 or more employees, except in the construction industry. A bound volume containing the 12 monthly issues of the Collective Bargaining Review in 1966 was published.

A bulletin, "Twenty-Five Provisions in Major Collective Agreements Covering Employees in Canadian Manufacturing Industries, 1966," containing statistical information on 25 major types of collective agreement provisions, was published. A further study of 40 other provisions contained in major agreements in Canadian manufacturing industries was also completed. A study of collective agreements covering office employees in Canadian manufacturing industries is soon to be released.

Work was undertaken on a survey of major collective agreements (covering 500 or more workers) to find out the incidence, nature and kinds of technological change provisions contained in these agreements. This study is part of a broader program aimed at assessing the economic implications of technological change provisions.

The Division expanded and prepared for publication a comprehensive listing of terms and definitions used in industrial relations in Canada. This glossary, made up of a list of French terms and expressions together with bilingual listings, is entitled "Répertoire de Termes et Expressions utilisés en Relations Industrielles et dans des Domaines Connexes".

During the year, the Chief of the Division presented a paper on "The Need for Analyzing Collective Agreements in Canada" to the Montreal Chapter of the Industrial Relations Research Association, and a paper on "Technological Innovations and Collective Bargaining" to faculty members and students of the Department of Business Administration of Laurentian University, Sudbury, Ont.



### **Labour Organizations and Labour Disputes Division**

For the fifty-fifth consecutive year the survey of national and international labour unions and independent local organizations was made and the results published in "Labour Organizations in Canada, 1966." The results of the Division's other annual survey, of about 7,500 union locals across Canada, were published in the February 1967 Labour Gazette and made available as a reprint entitled, "Industrial and Geographic Distribution of Union Membership in Canada in 1966".

The arrangement under which provincial departments of labour participate in the survey of union locals was expanded to include two additional provinces, bringing the total to seven. Under this plan returns submitted by locals are made available to the provincial departments, and the provinces assist in the survey follow-up. Detailed tabulations also are made available to the provinces.

Progress was made on the compilation of data on union membership trends in Canada by industrial and geographic division and on analysis of the relationship of these data to the labour force and employment.

Research was begun during the year into the structure and the collective bargaining activities of organizations of professional employees. Interviews with officials of a few selected organizations were undertaken and a pilot survey of organizations of three professional groups was carried out.

In the work stoppages field, monthly analyses of work stoppages were again prepared for publication in the Labour Gazette, and another edition of the annual review, "Strikes and Lock-outs in Canada," was published.

### **Surveys Division**

The Division annually conducts two major surveys: on May 1, a survey of working conditions, and on October 1, a survey of occupational wage rates, salaries and hours of labour.

The 1966 survey of working conditions was based on a mailing list of about 30,000 reporting units. The information collected in this survey is published in the annual report, "Working Conditions in Canadian Industry." As in 1965, a special survey of the distribution of wage and salary rates paid by employers falling under the terms of the Canada Labour (Standards) Code was conducted in conjunction with the 1966 survey of working conditions.

The 1966 survey of wage rates, salaries and hours of labour, the 49th in the annual series, covered specific wage rates for almost 1,000 occupations. The number of reporting units was 35,000, and for the first time they were classified by industry according to the 1960 edition of the Standard Industrial Classification. A new series of index numbers of average wage rates, with 1961 as the base year and with a slightly revised method of calculation, was begun in 1966 and, where possible, linked with the previous series for the years back to 1961. The 1966 survey covered 90 industries and 58 communities. Survey results are presented in the bilingual publication, "Wage Rates, Salaries and Hours of Labour."

Besides being used for publication purposes, information on wages and salaries collected in the survey was made available to the federal Pay Research Bureau. In addition, by co-operative arrangement, occupational wage and salary data based on establishments in Nova Scotia, Quebec, Ontario and Manitoba were provided to the governments of these provinces in return for their assistance in collecting the data.

Officials of the Surveys Division and of the Labour Division of the Dominion Bureau of Statistics conducted a test survey of employer expenditures on selected employee benefits. As a result of this test, techniques were developed for a national survey, on a sample basis, of this type of expenditures and the first such survey, covering the calendar year 1967, was set in motion as a joint undertaking by both agencies.

### **Wages Research Division**

The Wages Research Division was created in June 1966. The other half of the former Wages and Industrial Research Division, it is responsible for general research into the structure and behaviour of wages and their relation to employment, costs and productivity, and product prices. Special attention will be given to the socio-economic factors responsible for the performance of wages. The division will also study employee benefits and other supplements to wages and will do research on the relation between pension plans, supplementary unemployment benefits and labour mobility.

Work was largely completed on a study of wage-price relations in Canadian manufacturing between 1946 and 1963. The work done so far has concentrated on the inter-relation of wages and prices with employment, productivity, output, profits, product market concentration, and unionization.

An extensive compilation of data on hours of work in Canada from the beginning of the century was completed. Research is now in progress on the relation between hours of work and degree of utilization of plant capacity, labour intensiveness, productivity, and other economic variables. A series of more than 50 charts presenting a comprehensive review of labour income is being prepared.

#### **Branch Inquiries Section**

About 1,300 requests for information on labour matters were received during the fiscal year ended March 31, 1967, and 38 per cent of these were wage inquiries. The number of inquiries has dropped because of the transfer of work concerning labour force matters to the new Department of Manpower and Immigration.

Material was prepared for the International Labour Organization Year Book on Labour Statistics and statistics compiled for the ILO on wage rates and standard hours of work for 41 occupations in various industries. Considerable work was done for the ILO on the problem of women non-manual workers and on the effects of the introduction of computers into government offices.

Statistical information was compiled and sent to DBS for publication in the Canada Year Book.

#### **Advisory Work**

In 1966, a labour relations adviser's unit was established in the office of the Director of the Economics and Research Branch. This unit advises the Director on economic, statistical, and policy aspects of labour problems in industries under the federal jurisdiction, particularly for railway labour problems.

The senior member of the unit represented the Government of Canada at the eighth session of the International Labour Organization's Inland Transport Committee in Geneva in November and December 1966.

#### **Research Grants and Fellowships**

The Branch continued to administer the Department of Labour-University Research Program and the Canada International Labour Fellowship Program. During 1966, the Department made 35 grants under the first program. One fellowship was awarded under the second.

## LEGISLATION

The Legislation Branch is the centre within the Department for the collection and dissemination of information regarding labour laws. Through analysis and study of labour legislation enacted by Parliament, provincial legislatures, and legislative bodies of certain other countries, the Branch provides advisory services to the Department and also makes available to research workers and to the public detailed reports on the substance and effect of labour laws. Developments in the labour field, representations leading to the enactment of legislation, and all available information regarding the administration and enforcement of legislation are closely followed.

During the year the Branch prepared reports and recommendations in connection with proposals for amendment of the Canada Labour (Standards) Code and Regulations and other legislation administered by the Department. The major project of the Branch during the year was a comparative study of labour relations legislation in Canada. This study, which will be published in 1967, is designed to serve the needs of both labour relations law administrators and the employer and employee organizations affected. Advance copies were made available to the commissions charged with the duty of investigating labour relations laws and others engaged in research in the field of labour law.

The work of the Branch is closely connected with Canada's participation in the International Labour Organization, since international labour standards require implementation, for the most part, through federal and provincial laws and regulations. The Branch prepared reports required by the International Labour Office on hours of work and other matters. In connection with the formulation of new standards, consultation was continued with federal and provincial authorities to arrive at the position to be taken by Canada at the June 1967 ILO Conference in the discussions leading to the adoption of a Convention and Recommendation on the maximum permissible weight to be carried by one worker. Work was continued on comparisons between international labour conventions and Canadian law and practice.

A staff member of the Branch attended the annual International Labour Conference and served on the Conference Committee on the Application of Conventions and Recommendations. This is the standing committee of the Conference that examines the implementation by ratifying countries of the obligations they have assumed under international labour conventions.

### Publication Program

**Labour Law Section of the Labour Gazette** — The Branch prepares for this section monthly reports on regulations issued under federal and provincial labour laws to provide a convenient source of information on new developments in labour laws.

Labour legislation enacted by Parliament and the provincial legislatures in 1966 was reviewed in five articles dealing respectively with changes in workmen's compensation, training and education, labour standards, safety and health, and labour relations. These articles appeared in *The Labour Gazette*, LXVI, Nos. 9 and 11; LXVII, Nos. 1 and 2.

Selected court decisions of particular interest to labour were reviewed each month in the Labour Law Section. Subjects dealt with in cases reviewed during the year included the right of an individual employee to sue in court for collection of wages notwithstanding the grievance procedure of a collective agreement; secondary picketing; the question of the finality of the decisions of labour relations boards; the division of authority between Parliament and provincial legislatures in labour matters.

**Labour Standards in Canada** — The Branch's annual publication, "Labour Standards in Canada," was issued, setting out the standards in effect on December 31, 1966 under federal



and provincial labour laws with respect to minimum age for employment, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection, and workmen's compensation.

**Current Report on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures** — During the 1966-67 legislative sessions, as in previous years, the Branch issued a series of mimeographed reports summarizing bills of labour interest. In all, 87 bills were reviewed in three reports, which were distributed to government labour officials and made available, on request, to interested persons. This service is made possible through the courtesy of the provincial legislatures in supplying copies of their bills, votes and proceedings.

**Reports and Memoranda** — In addition to the regular publication program, the Branch answered many specific inquiries and prepared numerous memoranda and reports covering the whole range of labour law.

A report entitled "Developments in the Enactment and Administration of Labour Laws in Canada," published in 1966, discussed new legislation enacted in the 12-month period following August 1965. It dealt as well with important regulations issued under labour Acts, changes in the organization of Labour Departments, and inquiries into labour laws completed or to be undertaken.

**Other Services**

The Branch continued to make its services available to the Canadian Association of Administrators of Labour Legislation and a member of the Branch serves as Secretary-Treasurer. This organization of deputy ministers and other senior officers of the federal and provincial labour departments meets annually to discuss common problems arising out of the administration and enforcement of labour laws. As in previous years, a report on recent legislative and administrative developments in both the federal and provincial jurisdictions was prepared for the Association as a basis for discussion at the annual conference. As indicated above, this report was published after the Conference under the title "Developments in the Enactment and Administration of Labour Laws in Canada."

The 1966 Conference was held in Fredericton, October 4 to 7. The Association discussed the implications of technological change for industrial relations, the role of women's bureaus in Departments of Labour, the philosophy and administration of human rights legislation, and important enactments and administrative developments during the preceding year.

## INTERNATIONAL LABOUR AFFAIRS

The main area of the International Labour Affairs Branch activities continued to be the co-ordination and supervision of Canada's participation in the International Labour Organization.

### **International Labour Organization**

Canada was represented at 13 ILO meetings during the year, usually by a tripartite delegation. The Branch made arrangements for the Canadian delegations, including their briefing and reporting.

The 50th International Labour Conference was held in Geneva during June 1966. The agenda included items dealing with industrialization and labour, the role of co-operatives in developing countries, and questions concerning fishermen's accommodation, certificates of competency and vocational training. First discussion was given to items concerning the review of certain social security Conventions and to the examination of grievances within the undertaking. The Conference adopted four instruments: two Conventions and one Recommendation on fishermen's questions and a Recommendation concerning the role of co-operatives in developing countries.

Canada formally ratified two ILO Conventions in September 1966, Convention No. 45 concerning the underground work of women in mines and Convention No. 122 on employment policy, after obtaining the concurrence of all the provinces, since the subject matter of each Convention is partially within provincial legislative jurisdiction. This brought to 23 Canada's total of ratifications.

The ILO Governing Body met in four sessions during the year. The Draft Program and Budget for 1968 was presented at the 168th Session in February 1967. This was the second time that the ILO budget had been presented in program form. The Governing Body continued its review of the program and structure of the ILO, and also began work on a review of the scale of assessments for member countries.

The Department made its second annual contribution of \$50,000 to the International Advanced Training Centre at Turin, and its third annual contribution of \$30,000 to the International Institute for Labour Studies at Geneva; a further \$20,000 is reserved each year for one or more fellowships to assist selected Canadian scholars to undertake research at the Institute.

The International Labour Office continued to develop its work in the technical assistance field, and 12 Canadian experts were serving during 1966 on ILO appointments in the field. The Branch has been examining ways of strengthening the Canadian contribution to ILO technical co-operation programs, including both the sending of experts overseas and the training of ILO fellows in Canada.

The Branch has also embarked upon a systematic analytical review of various groups of ILO Conventions as compared with relevant Canadian legislation, both federal and provincial. The first areas studied have been hours of work, maternity protection, and minimum age for employment.

### **Eighth Regional Conference of American States Members of the ILO**

The Eighth Regional Conference of American States Members of the ILO was held in Ottawa, September 12-23, 1966. The Conference was attended by delegates from 19 of the member states of the region, as well as by a number of delegates and observers from international organizations and other countries. At the opening session the delegates unanimously elected the Minister of Labour of Canada as President of the Conference. The Canadian delegation included three other federal Ministers, seven provincial Ministers of Labour, and several Deputy Ministers.

The Conference adopted two important plans of action: the Ottawa Plan for Human Resources

Development and the Ottawa Program for Social Security Reform. Among a wide variety of other activities arranged for the Conference were audio-visual presentations illustrating Canadian practice in the above areas, and weekend trips to Montreal, the Expo 67 site and the Laurentians, and to Toronto and the Niagara-Hamilton area. The two visits were arranged in close co-operation with the governments of Quebec and Ontario.

#### **Organization for Economic Co-operation and Development**

The Branch continued to develop its work in the Department's area of OECD activities, in co-operation with the Program Development Service of the Department of Manpower and Immigration and the Economic Division of the Department of External Affairs. The Department was represented at sessions of the Manpower and Social Affairs Committee in Paris in May, October and February. Other activities included a meeting in Amsterdam in November on methods of adjustment of workers to technical change at the plant level, which was attended by the Deputy Minister of Labour and by Canadian employer and worker representatives; and a two-week Canadian labour-management mission to Britain and Sweden to study income policy and labour market operations. The mission was accompanied by the Canadian Labour Attaché in Brussels.

#### **Other Activities**

The International Labour Affairs Branch also looks after a wide range of other matters that have international implications. The Branch advises the Department of External Affairs and other departments on subjects within the scope of this Department that may arise in the United Nations or other specialized agencies such as UNESCO, and participates in the co-ordination of Canadian government policy in such areas.

The Branch develops information as background for policy at international meetings and as a basis for policy formulation within Canada, and in response to inquiries from various organizations and agencies within Canada. To this end, it maintains communication with labour counsellors and with External Affairs officers both in Ottawa and overseas, helps to keep them informed on manpower and social conditions in Canada, and prepares studies and reports as required.

After appropriate consultations, the Branch formulates the Canadian Government's position on technical assistance questions at ILO meetings, and analyzes and assesses ILO programs in this area, as well as related United Nations programs. It also advises on Canadian technical assistance projects in the labour field and helps to administer programs as required, including training programs for External Aid trainees in the labour field.

In general, any inquiries, reports, resolutions and other documents with international connotations pertaining to the work of the Department of Labour are referred to the Branch.



## SPECIAL SERVICES

As the Winter House Building Incentive Program was not in operation during the winter of 1966-67, the Branch's activities were confined mainly to processing and approving applications for payment for houses that had qualified under previous years' programs. Details of expenditures during the fiscal year are given in Table 1.

### **Transitional Assistance Benefit Program**

The Transitional Assistance Benefit Program is designed to assist Canadian workers in the automotive and automotive parts industries when their employment is adversely affected by the Canada-United States Automotive Agreement. An amendment to the program authorized December 22, 1966 extends the coverage of the program by ensuring that workers under SUB plans laid off after April 2, 1966 as a result of the Automotive Agreement will be entitled to draw Transitional Assistance Benefits after they have exhausted or depleted their Supplemental Unemployment Benefits. In effect this means that even though employers with SUB plans do not contribute as provided for originally, a worker's period of TAB entitlement will remain in existence until it is exhausted through payment or July 26, 1969 (the expiry date of TAB), whichever is sooner. Eligible workers, therefore, have an extended period in which to draw against their TAB entitlement should their layoff be prolonged or should they again lose their employment in the industries covered by this program.

The Adjustment Assistance Board, set up to assist with the industries' transitional adjustments, determines whether an employee's layoff resulted from the Automotive Agreement. The Board must be satisfied that the layoff affects 50 employees or 10 per cent of the work force, whichever is less, in the firm or plant involved and will last at least four weeks; that the employer is a manufacturer of original equipment parts in Canada; and that the layoff or proportion thereof was caused by the termination or decrease of production or other activity arising from the implementation of the automotive agreement. Where these conditions have been met, the Board so certifies. Officials of the Branch co-operated with the Adjustment Assistance Board in investigating layoffs. Table 2 lists the layoffs for which the Minister received a certificate from the Adjustment Assistance Board.

Actual payments of transitional assistance benefits to eligible automotive workers are made through the local offices of the Unemployment Insurance Commission. Details of expenditures for TAB are given in Table 3.

### **Emergency Planning**

During the year responsibility for Emergency Planning was assigned to the Special Services Branch. An Emergency Planning Officer was appointed to the Branch in July 1966. A complete review has been made of the Department of Labour's responsibilities and role in relation to national emergency planning. A new working committee representing branches with functional emergency responsibilities has been established.

Table 1 – Winter House Building Incentive Program, Incentive Disbursements, 1963-64, 1964-65, and 1965-66, including Disbursements made during 1966-67

Province	1963-64	1964-65	1965-66
	\$	\$	\$
Newfoundland .....	—	1,500	119,500
Prince Edward Island.....	—	1,500	20,500
Nova Scotia .....	—	500	249,000
New Brunswick .....	—	—	219,000
Quebec .....	9,500	46,000	7,009,500
Ontario .....	500	18,500	4,187,500
Manitoba .....	500	5,500	764,000
Saskatchewan .....	—	2,000	827,000
Alberta .....	—	7,500	1,881,500
British Columbia.....	—	9,000	1,559,500
Northwest Territories & Yukon.....	—	—	1,500
Canada – Totals .....	10,500	92,000	16,838,500

Table 2 – Layoffs for which the Department received certificates from the Adjustment Assistance Board, Fiscal Year 1966-67

Employers	No. of employees
Fibre Products of Canada Limited, Brantford, Ontario.....	78
Ford Motor Company of Canada, Oakville, Ontario .....	258
General Motors of Canada Limited, Oshawa, Ontario .....	2,058
Lake Simcoe Industries, Beaverton, Ontario .....	229
McKinnon Industries Limited, Windsor, Ontario .....	247
McKinnon Industries Limited, St. Catharines, Ontario .....	765
Ontario Machine & Tool Works Limited, Ajax, Ontario.....	11
Ontario Steel Products Co. Ltd., Chatham, Ontario .....	72
Total number of workers certified during year .....	3,718

Table 3 – Transitional Assistance Benefit Payments, Fiscal Year 1966-67

TAB claims filed .....	1,179
Allowed .....	381
Disqualified – SUB recipient .....	135
Unable to qualify – Not certified.....	437
Unable to qualify – No U.I. Benefit Period .....	1
Unable to qualify – Insufficient Qualifying weeks .....	39
Pending March 31, 1967 .....	186
TAB Paid.....	\$125,918
No. of weeks .....	7,204
Average weekly payment .....	\$17.48

Source: Monthly reports received from Unemployment Insurance Commission

## LIBRARY SERVICES

Several hundred bound volumes of periodicals and 1,615 books and pamphlets were added to the Library collection. Five hundred books and magazines, chiefly Vocational Training and Occupational literature, were given to the new Manpower and Immigration Department. As a result nearly 4,000 catalogue cards had to be withdrawn – most being donated to the library of the new Department.

A complete inventory check of the library's book collection, the first in more than 10 years, was made during the summer months, and 12,000 cards were withdrawn from the main catalogue.

Interlibrary loans increased to 1,471. The reference section staff compiled 450 bibliographies and handled 3,025 reference questions. The circulation of books, pamphlets and periodicals numbered 6,361.

Thirteen new magazines were added to the subscription list during the year, and 53 were removed. The latter consisted of those to be used by the Manpower Division of the Department of Manpower and Immigration. The proceedings of the Canadian Labour Congress for the years 1956-1964 were placed on microfilm, as were the annual reports of the Labour Party of Great Britain (1901-1965).



## LABOUR STANDARDS

The Labour Standards Branch administers the Canada Labour (Standards) Code and the fair wage policy of the Government of Canada, which is embodied in the Fair Wages and Hours of Labour Act, as amended, and the Fair Wages Policy Order, P.C. 1954-2029. In addition, the Branch has, until passage of the Public Service Staff Relations Act, been responsible for the recommendation to Treasury Board of rates of pay for prevailing rate employees of government departments and agencies. The future role of the Branch in relation to this function is now under review.

Considerable effort was given to the preparation of an amendment to Part IV of the Code, and the Multi-Employer Employment (Longshoring) Regulations, to provide the general holiday benefits of the Code to longshoremen, who were not able to meet the Code's original service qualifications with one employer. The Fair Wages and Hours of Labour Act was amended to bring this statute into conformity with the standards of the Code with respect to hours of work and the minimum wage. New regulations under this Act were also passed and the labour conditions which are inserted in government construction contracts were revised.

### Canada Labour (Standards) Code

Submissions for deferment or suspension of Part I (Hours of Work) of the Canada Labour (Standards) Code have been made on behalf of approximately 5,247 employers since inception of the Code, July 1, 1965. During the 1966-67 fiscal year, 50 orders were issued deferring and 34 orders suspending the operation of Part I. These orders affected 2,168 employers. One submission for suspension and 26 for deferment were rejected, affecting 28 employers. Ten orders were issued deferring the operation of Section 11 (Minimum Wages), and 12 submissions were rejected. All deferments concerning the minimum wage terminated on December 31, 1966.

One Inquiry Commission was appointed to inquire into the operation of Part I of the Code with respect to shipping and related undertakings in the Province of Newfoundland.

Averaging periods of 13 weeks or less have been reported in 36 cases, and periods of longer than 13 weeks have been approved by the Minister in nine cases. The Minister has also approved 54 applications for permission to work in excess of the maximum hours, two for permission to pay less than the minimum wage to handicapped employees, and 11 for permission to pay less than the minimum wage under training programs. Twenty-two applications for approval of years of employment for vacation purposes were approved. One order was issued designating an employers' association as a multi-employer unit under the Multi-Employer Employment (Longshoring) Regulations.

### Fair Wages on Government Contracts

One schedule was issued under the provisions of the Fair Wages and Hours of Labour Act for an additional contract project for the South Saskatchewan River Dam, making a total of 48 schedules since the first was issued on July 10, 1958. Five additional schedules were prepared for the final phases of the Atomic Energy (Canada) Reactor at Douglas Point, Ont., and 23 additional schedules have been supplied for contracts for the Nuclear Research Establishment, Whiteshell, Man., and for the construction of the town of Pinawa.

The Canadian Corporation (1967) World Exhibition (Expo 67) was supplied with 63 schedules – to Defence Construction (1951) Limited, acting for the corporation – for the preparation of the world exhibition site. This made a total of 191 schedules since the work began. Because there was much to be done in a limited time, each schedule contained a permit to work up to 60 hours a week with payment of not less than time and one-half for all hours worked in excess of 8 a day and 44 a week.

Although the fair wages legislation does not apply to contracts for services, schedules were issued as usual for service contracts on request of government departments.

#### **Construction, Repair, Remodelling and Demolition**

The Department issued 3,505 schedules of labour conditions compared with 3,522 during 1965-66 and 3,069 during 1964-65. The value of contracts reported to the Department as having been awarded during the last year was \$294,838,536, and a total of \$89,194 was collected from 192 contractors for distribution to 2,456 workers to satisfy wage arrears owing by contractors.

The Fair Wage officers made 248 inspections of wages and hours and other labour conditions, including the non-discrimination provision. In addition, 184 inspections were made of the overtime rates being paid on contracts where permission was granted to exceed the statutory hours of work. The Department approved 27 schedules of wage rates proposed for use by contractors under Labour Conditions (A-2).

#### **Contracts for the Manufacture of Supplies and Equipment**

During the year 1,856 contracts for the manufacture of supplies and equipment were awarded, with an approximate value of \$16,952,889, and standard labour conditions were included. The Department also reviewed 334 statutory declarations listing the classifications of workers employed on such contracts, their wage rates and hours of work.

#### **Prevailing Rate Employees**

The function of the Department of Labour in the determination of rates of pay of former prevailing rate employees, now included in the operational category of Public Service Employees, has been under review since the Public Service Staff Relations Act came into force on March 13, 1967.

On the advice of the Treasury Board, no recommendations of wage rates for these employees were made by the Branch after March 13. For an indefinite period of time, however, the Branch will recommend to employing departments, on request, wage rates to be paid to certain groups of employees on a limited basis. A limited program of wage data collection will continue to be carried out.

During the year, 14,298 wage rate recommendations were made, affecting an estimated 676 different occupational classifications.

Field officers of the Department conducted 181 wage surveys to obtain wage information about wage rates being paid by private employers in the various areas in Canada where prevailing rate employees of the government were employed. Various other sources were examined to determine the appropriate rates for these employees.

## ACCIDENT PREVENTION AND COMPENSATION

### Accident Prevention

The enactment of the Canada Labour (Safety) Code by Parliament in December 1966 was an important achievement. At the close of the year the Accident Prevention and Compensation Branch, which will be responsible for administering the legislation, was engaged in making plans and in other work preparatory to the implementation of the Safety Code.

**Accident Prevention in the Public Service** – Impetus has been given to accident prevention in the Public Service by the appointment of safety officers to a number of departments. Six of the major departments now have full-time safety officers and are developing their safety programs.

Greater demands were made on the Branch's safety advisory services for assistance in formulating or improving safety programs in a number of departments. Safety seminars were held on a fairly regular basis and, in addition, an ad hoc safety study group was organized for a number of public service safety officers.

To keep pace with technological advances and ever-changing safety needs and methods, close relationship was maintained with the Occupational Health Division of the Department of National Health and Welfare, the Canadian Standards Association, the International Labour Office, safety organizations, staff associations and others.

Distribution of the monthly bulletin increased as officials concerned became more aware of its value as a source of reliable information in the accident prevention and compensation fields.

There were seven deaths accepted as being attributable to employment. Four of the incidents involved aircraft or motor vehicles and the rest were determined to have been the consequence of improper work methods. The number of fatalities reported last year was 24.

### Accident Compensation

Accident claims reported during the year numbered 20,331, an increase of 575 or 2.91 per cent over the number the preceding year; fortunately, 12,041 or 5.9 per cent were for minor injuries only, categories of injuries that do not cause layoff from work or that cause layoffs too short to satisfy the "waiting periods" stipulated by provincial workmen's compensation laws. There were 7,876 disabling injuries, compared with 7,621 during the preceding year. There were nine fatalities reported, a decrease of 15. At the end of the year, pensions were being paid to 1,873 employees, former employees, or their dependants. The distribution of the year's claims by province is given in Table 1. A detailed analysis of claims settled each year is published separately in the Annual Statistical Report of the Branch.

Some 242,000 persons employed by 108 departments and agencies are entitled to coverage under the Government Employees Compensation Act. Among the new agencies added during the year was the Company of Young Canadians. Two other notable additions were the Canadian Centennial Commission and the Canadian Corporation for World Exhibition 1967 (Expo 67). Based on claims settled, the ratio of industrial accidents of all types to employees remained fairly constant at about 1 to 12. The ratio of disabling injuries was 1 to 30 employees.

Gross compensation disbursements and administration expenses during the year are shown in Table 2. Compensation disbursements increased by \$279,193 or 9.25 per cent. The federal share of provincial administration expenses rose by 13.3 per cent to \$434,347.

The salary paid in lieu of compensation totalled \$1,259,722, an increase of \$56,410 over the amount the preceding year. These expenditures were offset to some extent by reimbursement made to the Consolidated Revenue Fund by certain Crown agencies to cover the compensation benefits provided to their employees and a proportionate share of administration expenses.



Certain other Crown agencies pay an assessment of their payroll in the same manner as industry is assessed under the provisions of the provincial Acts. In either circumstances, the employees of these Crown agencies come under the provisions of the Government Employees Compensation Act in the same manner as employees of government departments, boards and commissions.

During the year 1,780 cases involving third parties were considered and disposed of either by settlement (526 cases) or by determining that a case could not be sustained against the third party (1,178 cases). In the remaining 76 cases, the employees did not claim compensation but took action directly themselves. Of the 526 claims settled, 499 were settled by the Branch and 27 were referred to the Department of Justice for settlement. Altogether some \$54,905 was recovered either by settlement or by court judgement.

Table 1 – Accident Claims Reported in 1966-67, by Province and Type of Claim

	Minor Injuries	Disabling Injuries					Total
	First Aid and Medical Aid	Compensation	Injury Leave	Permanent Disability	Fatal	Disallowed	
Newfoundland	130	69	54	1	—	1	255
Prince Edward Island	50	46	11	—	—	—	107
Nova Scotia	969	272	158	—	2	7	1,408
New Brunswick	367	112	125	1	—	8	613
Quebec	1,905	499	1,225	3	1	40	3,673
Ontario	5,267	837	2,065	2	2	160	8,333
Manitoba	535	184	349	—	—	15	1,083
Saskatchewan	404	172	138	—	1	16	731
Alberta	667	322	414	2	2	18	1,425
British Columbia	1,359	264	354	3	1	118	2,099
Yukon and N.W.T.	388	171	35	2	—	8	604
Totals	12,041	2,948	4,928	14	9	391	20,331

Table 2 – Compensation Disbursements and the Federal Government's Share of Administration Expenses, by Provinces

	Compensation Disbursements 1966-67	Administration Expenses for the year 1966	Total
Newfoundland	50,041.53	4,694.19	54,735.72
Prince Edward Island	26,524.77	1,490.00	28,014.77
Nova Scotia	32,032.65	23,032.15	255,064.80
New Brunswick	91,974.21	12,592.58	104,566.79
Quebec	735,861.27	130,057.00	865,918.27
Ontario	1,141,844.04	137,001.21	1,278,845.25
Manitoba	107,150.72	10,398.92	117,549.64
Saskatchewan	147,490.80	17,485.28	164,976.08
Alberta	384,739.21	48,991.00	433,730.21
British Columbia	370,225.12	48,605.14	418,830.26
Payments respecting employees locally engaged outside Canada	313.08	—	313.08
Totals	3,288,207.40	434,347.47	3,722,544.87

Close consultation and effective liaison were maintained with the various Workmen's Compensation Boards and the Commission in Quebec in the processing of claims, in the rehabilitation of injured employees, as well as in the interpretation and application of the legislation. As in previous years, informative material was prepared and distributed in English and French to acquaint public service employees with their rights and responsibilities in connection with employment injuries. In addition, a new "Employers' Guide" was issued to facilitate and improve the reporting of occupational accidents and diseases.

#### Merchant Seamen Compensation

The Merchant Seamen Compensation Board was reconstituted with J.-P. Després, Assistant Deputy Minister, being appointed Chairman and J.H. Currie, Director, Accident Prevention and Compensation Branch, being appointed a member.

Thirty-two accidents including two fatal cases were reported during the year. At the close of the year, six claims were pending. A number of settlements of temporary disability claims that were in accordance with the provisions of the Act and were not disputed by the employer or the employee, were approved by the Secretary. Formal approval of such settlements is the responsibility of the Board.

#### Statistical Summary

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1945 to 1962	—	—	891	611	119	72
1962-63	40	2,300	15	14	—	1
1963-64	37	2,200	25	23	1	2
1964-65	39	2,500	30	21	2	8
1965-66	36	2,300	22	16	2	2
1966-67	37	2,350	25	23	2	2

## INDUSTRIAL PENSIONS AND ANNUITIES

The Annuities Branch administers the Government Annuities Act, which provides for the sale of deferred and immediate annuities to Canadians either individually or as group pensions. The guiding principle of the Government Annuities program was stated in the preamble to the original Act of 1908: "Whereas it is in the public interest that habits of thrift be promoted and that the people of Canada be encouraged and aided thereto so that provision may be made for old age; and whereas it is expedient that further facilities be afforded for the attainment of the said objects..." The sale of annuities began on September 1, 1908.

Sales of annuities were even fewer than during the previous year because of the attractive interest rates offered by other forms of saving and because of public concern over the shrinking value of the dollar.

At the middle of the year the system of premium reminder notices went into operation. It is too early to assess the results, but the reminders should improve the persistency of premium deposits. The procedure for replacing lost annuity cheques was simplified and speeded up. Arrangements were made for a new wording on annuity cheques so that they could be cashed under authority of a power of attorney.

On the request of the Auditor General, a test was begun to get certificates of identity from a large sample of annuitants. He was concerned that there might be cases of fraud arising from unreported deaths. The operation will extend into 1967-68. It will be interesting to weigh any unrecoverable losses against the cost of the operation. The Branch believes it is protected by the restrictive endorsement on the annuity cheques and by the banks' liability for cheques wrongly cashed.

**The Year's Business** — The new business for the year was 1,820 deferred annuities, 425 immediate annuities, and 4 group contracts covering 14 employees. The number of new employees registered under old group contracts was 1,158.

At the end of the year the Branch had 33 sales offices across Canada staffed by 44 salesmen (40 full time and 4 part time) and 18 office assistants. Some other offices have been left vacant pending certain plans for reorganization.

With the help of the Information Services Branch, a limited advertising program was conducted in newspapers, magazines and periodicals, and in streetcars and buses. Direct mail advertisements were sent to about 300,000 households.

**Pension Plans** — The Group Division had a busy year amending group contracts where pension plans were altered because of the Canada Pension Plan and the Quebec Pension Plan. Many valuations were made for employers who had to submit cost certificates under Ontario and Quebec legislation. The records of Old Age Security and the new social security numbers have been helpful in locating persons who have not kept the Branch informed of change of address. The number of retirements increases each year as the heavy enrolment during the war and early postwar years is now reaching retirement age. The premium income for pension plans decreased by \$2.5 million because of the Canada and Quebec Pension Plans.

**Registered Retirement Savings Plans** — Some 21,800 persons paid \$11.1 million into their Registered Retirement Savings Plans for the 1966 tax year.

**Old Age Security** — The number of requests for annuities integrated with Old Age Security is decreasing as the starting age for Old Age Security moves downward to age 65.

**Financial Statement** — The financial statement for the year is shown in Table 1. The premium income decreased by \$5.7 million from that of the previous year. Cash disbursements



exceeded the premium income by \$43.0 million. The interest required was \$50.6 million, and the account increased by \$7.4 million.

The number of deaths during the year was less than usual. The result is a surplus of only \$128,000 in contrast to \$1.5 million for the previous year. The light mortality this year is in contrast to that of the previous six years.

Table 2 shows the valuation summary.

**Statistics** — At the end of the year there were 188,248 persons insured under 1,416 pension plans, of whom 122,576 were employees at work and 65,672 held paid-up deferred pensions by reason of termination of service before retirement age or discontinuance of the pension plans.

There were 84,766 individual deferred annuity contracts in force. Some 79,500 persons are receiving annuities under 99,305 contracts and certificates, in payment of which 933,000 cheques were mailed.

During the year 4,244 employees retired on pension and 2,712 individual contracts matured for payment of annuities.

Table 3 provides a history of the number of annuities sold and the purchase money received.

**Table 1 — Government Annuities Account for the Year Ended March 31, 1967**

ACCOUNT	
Account, April 1, 1966	\$1,317,080,018.00
Receipts, 1966-67, less disbursements	7,567,320.28
Less transfer to Consolidated Revenue Fund	128,532.28
Account, March 31, 1967	<u>1,324,518,806.00</u>
LIABILITIES	
Valuation of annuities outstanding	1,324,518,806.00
RECEIPTS	
Immediate annuities	2,559,346.89
Deferred annuities	19,384,448.70
Unclaimed annuities recovered from Consolidated Revenue Fund	39,201.61
Interest to March 31, 1967	<u>50,602,001.00</u>
Total	<u>72,584,998.20</u>
DISBURSEMENTS	
Vested annuities	56,916,425.99
Commuted values	601,332.85
Premiums returned with interest (including instalment death benefits)	6,627,041.38
Premiums returned without interest	431,166.33
Employee withdrawal payments (pension plans)	211,742.51
Individual withdrawal payments	166,328.79
Unclaimed annuities transferred to C.R.F.	<u>63,640.07</u>
Total	<u>65,017,677.92</u>
Receipts less disbursements, 1966-67	<u>7,567,320.28</u>
Total	<u>72,584,998.20</u>

Table 1 (Cont'd)

## DISTRIBUTION

Interest Rate	Account at 31/3/67
3 %	\$ 82,040,612.00
3½%	176,480,597.00
4 %	1,018,291,511.00
5 %	37,205,268.00
5¼%	10,018,138.00
*No interest	482,680.00
Total	\$1,324,518,806.00

\*Death benefits on deposit being paid in instalments.

Table 2 – Valuation March 31, 1967 of Annuity Contracts and Certificates

Classification	Number	Amount of Annuity	Present Value of Annuities in Force
Vested:			
Males, ordinary annuities	22,928	\$11,936,798	\$ 84,503,441
Females, ordinary annuities	23,844	10,396,987	91,717,945
Males, guaranteed annuities	20,878	12,415,808	133,587,536
Females, guaranteed annuities	12,761	6,669,509	87,652,943
Reducing at Old Age Security Age	9,008	11,113,897	63,557,706
Last survivor ordinary	2,950	1,607,452	18,358,344
Last survivor guaranteed	340	182,878	2,559,020
Annuities certain	4,286	2,925,259	10,118,816
Temporary annuities	2,310	674,343	2,359,865
Total vested	99,305	57,922,931	494,415,616
Deferred contracts and certificates	273,014	—	829,555,569
Death benefits by instalments	—	—	482,680
Advance premiums	—	—	64,941
Totals	372,319	—	1,324,518,806

Table 3 – Number of Individual Annuity Contracts and  
Certificates Issued, and Net Premium Receipts

Year Ended March 31	Individual Contracts Issued	Group Certificates Issued	Total Contracts and Certificates Issued	Net Premium Receipts
1909-62	200,301	317,000	517,301	\$ 1,313,456,248.04
1963	4,296	3,687	7,983	37,003,157.27
1964	3,687	2,470	6,157	28,894,131.48
1965	3,817	1,783	5,600	29,583,160.82
1966	3,143	1,979	5,122	27,114,362.75
1967	2,245	1,172	3,417	21,512,629.26
Total	217,489	328,091	545,580	\$1,457,563,689.62



## WOMEN'S BUREAU

Early in February, Mrs. Jock Findlay was appointed to succeed Miss Marion V. Royce, the first Director, who since the Women's Bureau was established in 1954 had guided the Bureau through the developing 1950's into the present decade of expansion and changing patterns. Under Miss Royce, the Women's Bureau has pioneered in many ventures to improve women's position in the labour force and their status in Canadian life. Since its establishment, the policies and activities of the Bureau have been directed toward the achievement of long-sought goals for Canadian women: effective labour standards, greater opportunities for education, employment and advancement, and full partnership in the affairs of the nation.

During 1966-67, Miss Royce, with the co-operation of the General Economic Analysis Division of the Economics and Research Branch, was active in the planning and organization of studies in child-care facilities, in the employment of women in the Public Service of Canada, and in continuing education for women university graduates. She consulted with vocational training authorities regarding co-operatives for household aides. She also chaired a panel at the annual conference of the Canadian Association of Administrators of Labour Legislation, at Fredericton, N.B., in September 1966.

Activities during the year included a consultation on fellowship programs set up by the Bureau, talks to organized groups, participation and leadership in discussion groups, radio and publicity interviews, and the furnishing of information and advice to the many visitors to the Bureau.

**Education and Training** — The Director was a participant in a seminar in Montreal on continuing education, held under the auspices of the Canadian Federation of University Women. She addressed the graduating class at the annual convocation at Mount St. Vincent University, Halifax. The Assistant Director represented the Department at the National Seminar on the Community College in Canada, sponsored by the Canadian Association for Adult Education.

**Working Conditions** — The Director participated in sessions, at the convention of the Canadian Nurses' Association, on collective bargaining and working conditions of nurses. She was speaker at a conference on the problems of working women, held in Toronto under the auspices of the Ontario Federation of Labour. Her assistant was a member of a radio discussion panel, held under the auspices of the Canadian Chamber of Commerce, on the needs of women.

**Publications** — The English and French versions of the booklet, "If I Go to University," and a report in English of the conference on Changing Patterns in Women's Employment are now available. A booklet on Maternity Protection for Women Workers in Canada was published in English; the French version was not off the press by the end of the fiscal year.

Other published material included the latest addition to the Bulletin series, "United Nations Action Toward Elimination of Discrimination Against Women," in English and in French; "Facts and Figures 1965"; and the monthly contribution to the Labour Gazette. Other publications during the year included the bulletins, "Women and Part-time Work in Canada," "Administrative Arrangements for Handling Questions Relating to Women Workers," and "Toward Improvement in the Position of Women in Today's Society."

The Bureau co-operated with the Canadian Federation of University Women in a survey to measure the potential supply of professional and semiprofessional "womanpower" among university graduates. The survey also sought to assess the needs and interest of women graduates in further education and in bringing up to date their professional skills.

**International Relations** — A consultation was sponsored by the Women's Bureau on the

occasion of a visit to Ottawa by Mrs. E. Johnstone, program co-ordinator, Women, Young Workers and Older Workers Programs, International Labour Office, Geneva. A group of experts was called in to discuss fellowship programs. The Assistant Director was a participant at the Third National Conference of Commissions on the Status of Women, in Washington. The Bureau was visited by a union executive from the West Indies, a member of the German Embassy, and a visitor from the Department of Adult Education, University of Rajasthan, Jaipur, India.

## FINANCIAL AND MANAGEMENT SERVICES

The reorganization of the Department that followed the transfer of its manpower-related branches and the National Employment Service to the new Department of Manpower and Immigration was an opportune time to introduce a financial management system that followed the concepts advocated by the Royal Commission on Government Organization. Plans made to separate personnel administration from financial and management services were completed in 1966-67. The branch was reorganized and strengthened to meet the heavier demands resulting from the use of financial management techniques required for program budgeting responsibility accounting; and in addition to assist management to perform its tasks efficiently and economically.

Studies were carried out and plans made to determine the components of departmental programs which were interrelated and meaningful for the purposes of budgetary review and a new parliamentary vote structure was proposed in order to convey a better understanding of the Department's programs and objectives. These proposals will be implemented, with the approval of Treasury Board, in 1967-68.

The new organization of the Financial and Management Services Branch provides for a Director to act as senior financial advisor to the Deputy Minister, and senior Program Directors with four main divisions: Financial Services, Office Services, Data Processing, and Accounting.

### Financial Services Division

Responsible for the development, co-ordination and implementation of accounting and budgeting practices, systems and procedures for recording, controlling and forecasting departmental expenditures, the Financial Services Division in 1966-67 did considerable preliminary work to prepare for the introduction of program budgeting in 1967-68.

A pilot project was undertaken and a "program review" completed. This review was a concise program justification of departmental plans for a five-year period, giving the specific resources required and a forecast of the expenditure authority to be requested from Parliament. The preparation of the 1967-68 Estimates in accordance with the new vote structure and program concept followed.

Plans were made to change internal accounting systems and procedures to provide management and program administrators with cost data to assist them in short- and long-term planning as well as to assess the financial consequences of present decisions.

The Division continued in 1966-67 to process all financial documents, including the payment of accounts for goods and services and the pre-audit of travelling expense claims to meet the requirements of the Financial Administration Act and the appropriations voted by Parliament. Comparative statements of expenditures under the various appropriations as well as by objects of expenditure for the year ended March 31, 1967 accompany this report (see pages 4-6).

### Office Services Division

This Division was formed during the year and consists of four distinct self-contained sections: Records Management, including Mail and Messenger Services; Accommodation and Communication; Material Services; and Transcribing Services. The Division has responsibility for servicing all branches of the Department, including the Board of Trustees of the Maritime Transportation Unions and various Industrial Commissions of Inquiry.

#### Records Management

In the continuing program for conversion of the departmental records, new file classification systems were introduced to several branches within the Department.

In the latter part of the year the Departmental Committee on Records Scheduling was



established to accelerate the program of records retirement, retention and disposal. Approximately 89,000 files were catalogued for storage, and destruction of more than 26,000 files was authorized.

During the year, more than 1,900,000 pieces of mail were received from the Post Office and distributed, and approximately 2,180,000 pieces of outgoing mail were processed.

#### **Accommodation**

After the re-organization of the Department of Labour following the transfer of its manpower units to the Department of Manpower and Immigration, plans were started, with the co-operation of the Department of Public Works, to amalgamate and relocate the offices in the Sir Wilfrid Laurier Building to provide more economic and efficient administration. Planning was begun also, in line with departmental policy, to combine where possible the field operations in a particular locality into one Department of Labour office. New combined accommodation has been acquired in Halifax, Saint John, Toronto, Saskatoon, Edmonton and Vancouver, and arrangements have been made to accommodate increased field staff of the Labour Standards and Labour-Management Consultation Branches. Canadian Government Annuities offices in St. John's, Nfld., and New Westminster, B.C., were closed during the year.

#### **Material Services**

This section is responsible for procuring, storing, issuing and accounting all items of stationery, office equipment, furniture and furnishings for the Department's operation at headquarters and in the field. At March 31, 1967, the dollar value of office stationery and supplies on hand was \$52,059. The inventory value of office furniture and equipment was \$686,509.

#### **Transcribing Services**

Under co-ordinated services and operating on a line-count system of work measurement, the transcribing services section provides typing, stenographic and photocopy services for all branches of the Department. It also serves as a training centre for stenographers and typists to supply trained and experienced staff to fill continuing positions in other branches of the Department. This co-ordinated service and training program has enabled the Department to maintain a high standard of productivity.

#### **Management Improvement**

Plans were made to add two management analyst positions to the Department's establishment to conduct studies of administrative practices in major areas, to recommend improvements and to promote the use of better management techniques. When recruited, these officers will assist in planning future program objectives and in directing present resources to the Department's more urgent requirements.

#### **Data Processing Division**

The Division operates a punch-card machine installation for the processing and tabulating of statistical and financial data for the various branches of the Department. Use of modern computer facilities for the tabulation of data emanating from the various surveys and for the processing of government annuity transactions became available from the Central Data Processing Service Bureau installation of Treasury Board. The Department of Labour did require, however, greater capability in the field of computer analyses and programming skills in order to take full advantage of this computer service. Plans were therefore made to provide training for existing staff and to strengthen this capability by the addition of new staff. It is expected that the major projects will be completely converted in 1967-68 to the IBM 360 computer service available in the Central Data Processing Service Bureau. Plans were also made to use the computer for expanded and new programs.

The Department of Labour provided a key-punching service on a recovery basis for other departments of government, particularly the Department of Indian Affairs.

## PUBLIC RELATIONS AND INFORMATION SERVICES

During the year, the Branch continued to provide information and promotion services for the other branches and programs of the Department, while planning to increase its activities in a more general field – that of bringing before the public generally more information on the background of labour-management relations, the broad issues they involve and the modern problems they now face. One Section of the Branch devoted almost its full time to information and publicity in support of the work of the Labour-Management Consultation Branch.

Formerly the Labour-Management Co-operation Service, this new branch was faced with an expansion of its activities and the task of encouraging committees to widen their interests. Support given by the Information Services Branch was of two kinds – promotion to encourage the formation of new committees, and information to assist existing committees in their work. In the first, the Branch mounted a national publicity campaign, using newspapers, business and labour publications, consumer magazines, radio and television. This was basically a three-pronged approach aimed at bringing before labour, management and the general public the need for joint consultation in industry. A pamphlet with the same purpose was produced and mailed to business and industry across the country. In the second, the Branch continued to produce a monthly newspaper in English and French, "Teamwork in Industry," containing articles on Labour-Management Committee activities and information of general interest to labour and management. Circulation of this paper reached 300,000 copies. A monthly poster and a monthly pay envelope message were produced for the use of committees, as well as 12 monthly discussion guides, each examining a typical topic for joint discussion. In addition, an order book of free material for the use of committees and four other pamphlets were produced and distributed during the year.

Advertisements outlining the provisions of the Canada Fair Employment Practices Act were placed in foreign language newspapers. A new pamphlet, also on the provisions of the Act, was produced and various other publications on human rights and their relation to employment were reprinted.

The Branch carried out initial publicity on the new Canada Labour (Safety) Code and was preparing for an extensive information and advertising campaign to go into effect when the Act is proclaimed.

An advertising campaign was carried on during the year to stimulate the sale of Canadian Government Annuities.

The Branch provided information and public relations services for conferences sponsored by the Department, and arranged displays, press conferences and television appearances. In particular, it was active in the planning and arrangements for the 8th Regional Conference of American States Members of the International Labour Organization. The Department acted as host for this Conference, held in Ottawa.

The Branch began a new program to arrange speaking engagements for Departmental officials. A number of such occasions were organized in the Ottawa area and the program will be extended to other parts of the country, with the co-operation of the Department's field officers.

The Department again assisted the National Film Board financially in the operation of an Industrial Film Preview Library as a service to employers and trade unions. The Library makes it possible for them to see and assess films on a variety of industrial subjects from all over the world, so that they may purchase or rent those best suited to their needs. Films for inclusion in the Library were previewed and selected by the Branch.

The Branch continued to handle liaison with the press and with magazines and other

publications, and wrote and issued all Departmental press releases, including more than 100 on behalf of the Canada Labour Relations Board.

**The Labour Gazette** — In March 1967 the Labour Gazette was able, after overcoming unforeseeable obstacles in both the translation and printing operations, to achieve once again simultaneous release of both French and English editions. In the last month of 1966 and the first month of 1967, French editions were being produced at the rate of better than one every three weeks. In March, three numbers came off the press in an eight-day period.

Circulation of the two Labour Gazette supplements, "Collective Bargaining Review" and "Conciliation Board Reports," has now levelled off at approximately 1,600 and 1,200 respectively. These two supplements, containing material that was published within the covers of the Labour Gazette until the change in format in January 1966, are available free on request to Gazette subscribers.

After rising for four years in a row, circulation of the Labour Gazette dropped slightly during 1966-67. Average total monthly circulation, French and English, dropped from 14,280 to 13,785. Almost all of the decline was in the paid circulation of the English edition. Details of the average monthly circulation for the past two fiscal years were:

	1966-67			1965-66		
	Paid	Complimentary	Total	Paid	Complimentary	Total
English edition.....	4,550	6,328	10,878	4,984	6,279	11,263
French edition .....	928	1,979	2,907	1,158	1,859	3,017
Total	5,478	8,307	13,785	6,142	8,138	14,280



## PERSONNEL ADMINISTRATION

The Personnel Administration Branch provides advice and assistance to the Department in the administration of personnel. The Branch consists of four Divisions: Manpower Development, Classification and Pay, Staff Relations and Personnel Services.

During the year the Branch realized the following targets:

1. Reorganization of the Branch.
2. Completion of a manpower inventory.
3. The introduction of an improved appraisal system.
4. Completion of the conversion of several classification categories.
5. The introduction of an induction and orientation program for new employees.
6. A comprehensive training program for employees.
7. An initial study of the Department's internal communications.









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A55



Sixty-eighth  
**ANNUAL  
REPORT**

for the fiscal year ended  
March 31, 1968



**CANADA DEPARTMENT OF LABOUR**





Sixty-eighth  
**ANNUAL  
REPORT**

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for the fiscal year ended  
March 31, 1968

CANADA DEPARTMENT OF LABOUR



THE QUEEN'S PRINTER  
OTTAWA, 1969

Cat. No.: L1-1968

## CANADA DEPARTMENT OF LABOUR

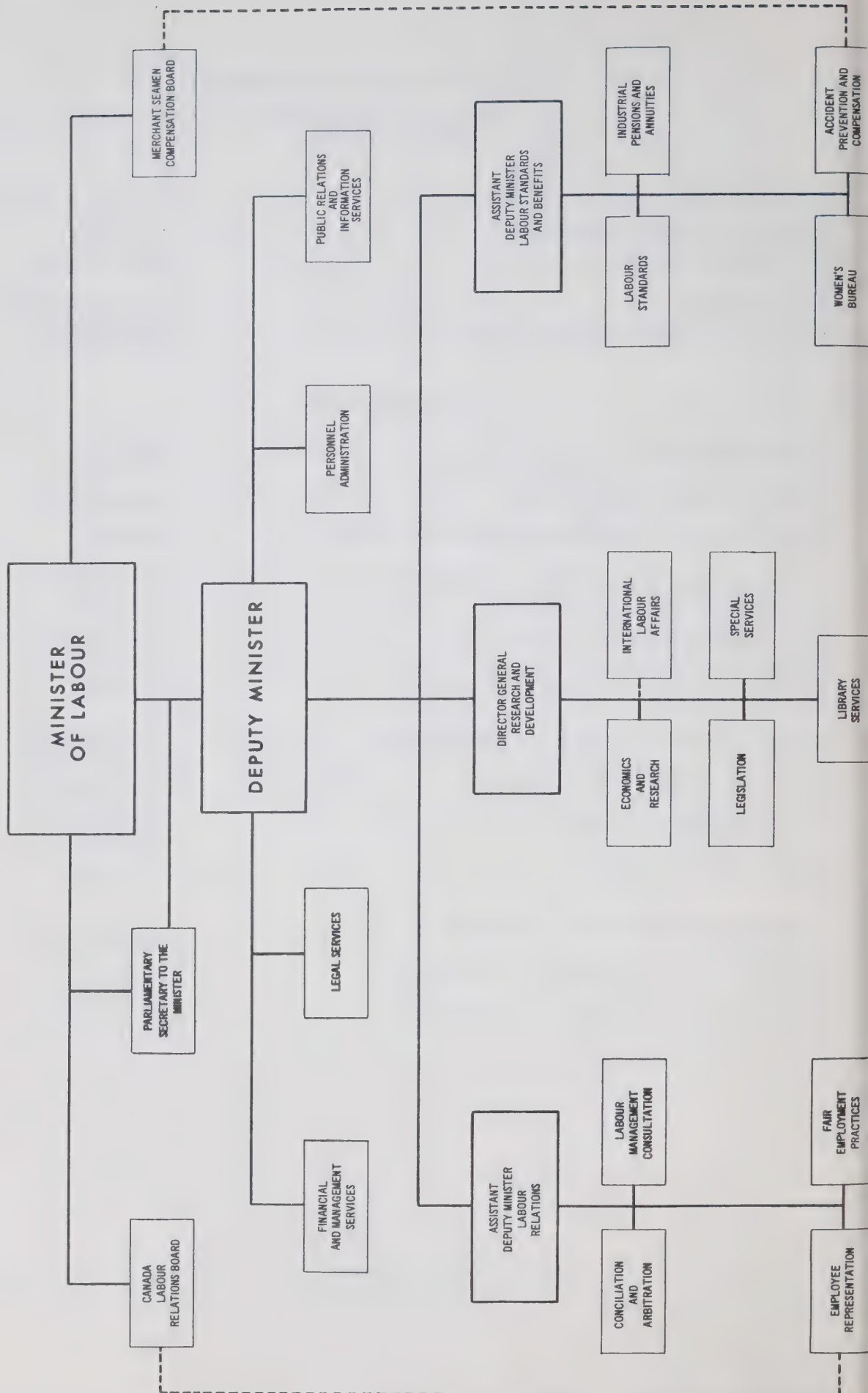
340 Laurier Avenue West  
Ottawa 4, Ontario.

Minister of Labour .....	Hon. John R. Nicholson
Executive Assistant to Minister.....	R.D. Hayes
Parliamentary Secretary.....	Bryce Mackasey
Deputy Minister .....	George V. Haythorne
Executive Assistant to Deputy Minister.....	Donald Hushion

### Principal Officers

Departmental Solicitor .....	W.B. Davis
Director, Financial and Management Services .....	P.R. Parent
Director, Personnel Administration .....	Robert Bonnar
Director, Public Relations and Information Services.....	D.R. Monk
Assistant Deputy Minister (Labour Relations).....	Bernard Wilson
Director, Conciliation and Arbitration .....	W.P. Kelly
Director, Employee Representation .....	J.L. MacDougall
Director, Fair Employment Practices .....	G.G. Blackburn
A/Director, Labour-Management Consultation .....	K.P. DeWitt
Director-General of Research and Development.....	Harry J. Waisglass
Director, Economics and Research .....	George Saunders
Director, International Labour Affairs.....	John Mainwaring
Director, Labour Legislation .....	Miss E. Lorentsen
Director, Special Services .....	F.M. Hereford
Director, Library Services.....	G.W. Wilson
Assistant Deputy Minister (Labour Standards and Benefits).....	J.-P. Després
Director, Accident Prevention and Compensation .....	J.H. Currie
Director, Industrial Pensions and Annuities .....	J.G. Fletcher
Director, Labour Standards .....	H.S. Johnstone
Director, Women's Bureau .....	

CANADA DEPARTMENT OF LABOUR  
**PLAN OF ORGANIZATION**



ACTS ADMINISTERED BY THE  
DEPARTMENT OF LABOUR

Department of Labour Act – Revised Statutes of Canada 1952, Chap. 72  
Industrial Relations and Disputes Investigation Act – R.S.C. 1952, Chap. 152  
Fair Wages and Hours of Labour Act – R.S.C. 1952, Chap. 108  
Canada Fair Employment Practices Act – S.C. 1952/53, Chap. 19  
Female Employees Equal Pay Act – S.C. 1956, Chap. 38  
Government Annuities Act – R.S.C. 1952, Chap. 132  
Government Employees Compensation Act – R.S.C. 1952, Chap. 134, amended by R.S.C.  
1952, Chap. 323; S.C. 1955, Chap. 33  
Merchant Seamen Compensation Act – R.S.C. 1952, Chap. 178, amended by S.C. 1952/53,  
Chap. 16; S.C. 1957, Chap. 9  
Canada Labour (Standards) Code – S.C. 1964/65, Chap. 38  
Canada Labour (Safety) Code – S.C. 1966/67, Chap. 62





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# INTRODUCTION

Fiscal 1967-68 was the year in which the Canada Department of Labour grasped the responsibility for accident prevention and industrial safety in industries under federal jurisdiction. The Canada Labour (Safety) Code was proclaimed to take effect January 1, 1968, and before the end of the fiscal year, March 31, the program's senior officers at headquarters had been appointed, and the staff for nine regional offices engaged.

It was also the year in which the active promotion of sales of Canadian Government Annuities was halted and the program's sales force disbanded. The sale of Government Annuities began September 1, 1908; sales promotion was terminated November 30, 1967, in the program's 60th year. "The Cabinet has decided that the Government's annuities system is no longer a necessary service to the public, as there are today many more means of saving for old age than there were years ago," said Hon. John R. Nicholson, Minister of Labour, when announcing the cessation of the active sales campaign. The Department will continue to maintain seven regional annuities offices to service existing contracts, however.

The 1967-68 year was also the one during which the Department initiated a new program of "positive industrial relations" instead of serving in its historic role of "referee." The new attitude is reflected in the calling of a series of meetings with leaders of management and unions in industries under federal jurisdiction, to discuss "informally and in confidence those particularly difficult aspects of their industrial relations." Under the Department's long-established program to promote labour-management consultation, 229 new joint consultation committees were established during the year, bringing the total to 2,345, covering 690,000 employees.

On December 15, 1967, Prime Minister Lester B. Pearson launched Canada's participation in the International Year for Human Rights 1968, and the Department's Fair Employment Practices Branch joined in the planning and development of the Canadian Commission for International Human Rights Year.

Under the Industrial Relations and Disputes Investigation Act, Dr. Laurent Picard, appointed an Industrial Inquiry Commission in June 1966 to inquire into matters pertaining to certain conditions of employment of dock workers at the St. Lawrence ports, submitted his report during 1967-68; and in February 1968, Hon. Mr. Justice Arthur I. Smith was appointed to inquire into certain causes of labour unrest existing at the same ports. This latter Commission had not reported by the end of the fiscal year.

During the year, two Commissions of Inquiry were appointed under the Canada Labour (Standards) Code. The first, of which C.A.L. Murchison, Q.C., was Commissioner, was named to inquire into employment conditions in the trucking industry under federal jurisdiction; the second, with His Honour Judge Charles J.A. Hughes as Commissioner, inquired into employment conditions in the shipping industry in Newfoundland. Both submitted reports during the year and in both cases, Orders in Council were passed that establish special hours-of-work standards over limited periods of time.



The Department's economists completed their comparative analysis of employment and wage data for 1965 and 1966, and are extending it to include 1967 in order to determine the direct cost effects of the Canada Labour (Standards) Code and the impact of the federal minimum wage on the country's employment and wage structure. Statistics have been developed from data on wage developments under major (500 or more employees) collective agreements for use in general economic analysis, to supplement statistics already prepared from the same data for use in industrial relations. During the year, the Department's researchers participated actively in research programs of the Prime Minister's Task Force on Labour Relations. Dr. George Saunders, Director of the Economics and Research Branch, remained on loan to the Task Force, of which he is serving as Chief Executive Officer.

The Department of Labour made the arrangements for Canadian delegations to 10 International Labour Organization meetings during the year. During 1967-68, Canada ratified International Labour Convention No. 108, on seafarers' national identity documents.

Labour-management disputes affecting airline, banking, longshoring, mining and East Coast ferry services were settled through the Department's conciliation services, but a 39-day strike did occur in Great Lakes shipping. Conciliation proceedings during the year directly affected 53,948 employees. Conciliation officers effected settlements in 77 of the 142 disputes—including 28 carried over from the previous year—referred to them; in 17 of the 36 disputes referred to conciliation boards, settlement was reached on the basis of the boards' recommendations, in post-conciliation bargaining or through the Department's mediation services. Five disputes were not settled and legal strikes occurred; two disputes lapsed and 12 were still in the hands of conciliation boards at the close of the year.

Certification proceedings before the Canada Labour Relations Board affected some 12,680 workers; 127 applications for certification were received and 42 carried over from the previous year. Of these 169 applications, 83 were granted, 38 rejected, 20 withdrawn and 27 were still under investigation at the close of the year; the remaining application lapsed.

The Board of Trustees of the Maritime Transportation Unions issued its fourth and final annual report; it went out of existence on December 31, 1967, when legislation establishing it expired.

A number of important amendments to the Fair Wages and Hours of Labour Act, and new Regulations, came into force on April 1, 1967, the major change being a reduction of the standard work week from 44 to 40 hours.

As one part of the Department's marking of Canada's Centennial, its official journal, the Labour Gazette, published a special centennial section in the July 1967 number. The issue carried the first full colour cover photograph in the magazine's history, and the special 16-page section carried articles on labour developments over 100 years of Canadian history.

During the year, 43 complaints were received and investigated under the Canada Fair Employment Practices Act.

At the beginning of 1968, Dr. Gil Schonning, Director-General of Research and Development, was appointed to the newly created post of Labour Counsellor at the Canadian High Commission in London, England. He was succeeded as Director-General by Harry J. Waisglass, who, until becoming in August 1966 research consultant with the Special Planning Secretariat of the Privy Council Office, had been Canadian Research Director of the United Steelworkers of America. R.E. Crosby, Director of the Personnel

Administration Branch, was transferred November 1, 1967 to the Department of National Revenue and was succeeded by Robert Bonnar. At the end of February, Mrs. Jock Findlay resigned as Director of the Women's Bureau; a successor had not been appointed by the end of the year. Capt. F.S. Slocombe, vice-chairman of the Merchant Seamen Compensation Board, retired during the year and was succeeded by Capt. G.W.R. Graves, Chief, Nautical and Pilotage Division, Department of Transport. Another appointment from trade union ranks was that of George F. McCurdy, for the past nine years secretary-treasurer of the Ontario Provincial Council of the United Brotherhood of Carpenters and Joiners of America, who has joined the staff of the Fair Employment Practices Branch. In August 1967, the Department lost one of its valued long-time employees in the death of Charles R. McCord, Director of the Industrial Pensions and Annuities Branch since 1948.

At March 31, the establishment of the Department was 738 positions.

**COMPARATIVE STATEMENT BY OBJECTS OF EXPENDITURE  
1966-67 AND 1967-68**

	1966-67	1967-68
Salaries and Wages .....	\$ 3,807,231	\$ 4,532,432
Overtime .....	16,284	9,894
Civilian Allowances .....	30,650	33,755
Professional and Special Services .....	764,338	844,431
Travelling and Removal Expenses .....	145,736	185,144
Freight, Express and Cartage .....	6,784	6,791
Postage .....	13,658	13,913
Telephones, Telegrams and Other Communications Services .....	103,065	99,714
Publication of Departmental Reports and Other Material .....	210,013	186,826
Exhibits, Advertising, Films, Broadcasting and Displays .....	369,446	245,779
Office Stationery, Supplies, Equipment and Furnishings .....	214,159	215,445
Pensions, Superannuation and Other Benefits .....	2,775,845	2,994,767
Other Expenditures .....	748,205	485,763
Total Operating Expenditures .....	\$ 9,205,414	\$ 9,854,654
Grants, Contributions and Subsidies, as detailed in the following tables .....	15,705,640	1,025,186
Total Expenditures .....	\$24,911,054	\$10,879,840

# COMPARATIVE STATEMENT OF EXPENDITURES BY DEPARTMENTAL APPROPRIATIONS FOR 1966-67 AND 1967-68

	1966-67	1967-68
Minister of Labour - Salary and Motor Car Allowance . . . . .	\$ 17,000	\$ 17,000
General Administration - including grants of \$10,000 to Frontier College; \$5,000 to Labour College of Canada; and, in 1967-68 only, \$5,000 to the World Conference on Labour Union Education . . . . .	1,815,938	1,846,513 <sup>(1)</sup>
Labour Relations Administration - including the promotion of labour-management consultation and administration of the Industrial Relations and Disputes Investigation Act, Canada Fair Employment Practices Act and Female Employees Equal Pay Act . . . . .	1,126,742	1,318,779
Labour Standards and Benefits Administration - including administration of the Fair Wages and Hours of Labour Act, Government Annuities Act, Government Employees Compensation Act, Merchant Seamen Compensation Act, Canada Labour (Standards) Code, and Canada Labour (Safety) Code and activities associated with the determination of wage rates for certain categories included in the operational category of Public Service Employees . . . . .	1,835,888	2,089,248
Payments of Compensation respecting Government Employees and Merchant Seamen . . . . .	3,107,391	3,362,579
Research and Development - Administration including the co-ordination and advancement of Canada's role in international labour affairs, the development and co- ordination of departmental emergency plans, and the administration of transitional assistance to workers in automotive manufacturing and parts industries and related activities . . . . .	\$ 1,317,593	\$ 1,264,535
Grants, Contributions and Subsidies . . . . .	15,690,406 17,007,999	981,186 2,245,721
Write off of Active Assets . . . . .	96	-
Total Expenditures . . . . .	<u>\$24,911,054</u>	<u>\$10,879,840</u>

(1) Includes \$81,123 for library services which is costed to the "Research and Development Program"



# 1967-68 STATEMENT OF EXPENDITURES BY PROGRAMS AND ACTIVITIES

Program: General Administration

	Minister's Office	Deputy Minister's Office	Personnel Administration	Public Relations and Information Services	Financial and Management Services	Total Program
	\$	\$	\$	\$	\$	\$
Salaries and Wages .....	94,363	134,738	158,968	319,096	667,612	1,374,777
Overtime Salaries .....	2,165	188	549	768	3,083	6,753
Motor Car Allowances .....	2,000	-	-	-	-	2,000
Professional and Special Services .....	-	-	5,706	-	17,726	23,432
Travelling Expenses .....	20,218	1,981	5,575	6,140	2,584	36,498
Freight, Express and Cartage .....	1,203	14	8	165	2,256	3,646
Postage .....	110	162	90	385	130	877
Telephones, Telegrams and Other Communications ..	7,142	3,321	3,006	7,289	10,395	31,153
Printing and Binding of Labour Gazette .....	-	-	-	74,401	-	74,401
Publication of Departmental Reports and Other						
Material .....	183	628	210	7,427	1,814	10,262
Newspapers, Radio and Other Publicity .....	-	-	-	81,994	-	81,994
Rental of IBM Equipment .....	-	-	-	-	30,729	30,729
Subscriptions to Newspapers and Periodicals .....	-	-	-	3,796	-	3,796
Office Stationery, Supplies, Equipment and						
Furniture .....	4,429	5,389	4,687	12,765	23,108	50,378
Payment to the National Film Board .....	-	-	-	24,000	-	24,000
Grant to Frontier College .....	-	10,000	-	-	-	10,000
Grant to Labour College of Canada .....	-	5,000	-	-	-	5,000
Grant to World Conference on Labour Union						
Education .....	-	5,000	-	-	-	5,000
Sundries .....	26	7,602	-	13	52	7,693
TOTALS .....	131,839	174,023	178,799	538,239	759,489	1,782,389 <sup>(1)</sup>

<sup>(1)</sup> Excludes \$81,123 for Library Services which is costed to the "Research & Development Program".

# 1967-68 STATEMENT OF EXPENDITURES BY PROGRAMS AND ACTIVITIES

## Program: Labour Relations

	Assistant Deputy Minister's Office	Conciliation Services	Labour- Management	Employee Representation	Fair Employment Practices	Total Program
	\$	\$	\$	\$	\$	\$
Salaries and Wages .....	35,476	249,610	257,092	69,713	31,063	642,954
Overtime .....	—	64	125	249	—	438
Legal, Interpreter and Reporting Fees .....	—	—	—	20,720	—	20,720
Travelling Expenses .....	441	12,412	42,820	5,282	3,233	64,188
Freight, Express and Cartage .....	—	298	693	—	12	1,003
Postage .....	—	388	972	1,797	150	3,307
Telephones, Telegrams and Other Communications Services .....	996	9,942	7,082	2,300	755	21,075
Publication of Reports and Informational Material. ....	—	3,162	25,652	2,500	7,194	38,508
Posters, Radio, Film and Other Publicity .....	—	—	110,171	—	18,623	128,794
Office Stationery, Supplies, Equipment and Furniture .	201	4,991	6,163	2,240	653	14,248
Allowances and Expenses of Conciliation Boards and Inquiry Commissions .....						
Board of Arbitration re Maintenance of Railway Operations Act, 1966 .....		14,119				14,119
Industrial Inquiry Commission on Working Conditions of Longshoremen at Ports of Montreal, Trois-Rivières and Quebec .....		218,449				218,449
Other .....		33,396				33,396
Canada Labour Relations Board .....				35,132		35,132
Expenses of Conferences .....	—	—	1,769	—	—	1,769
Administration, Maritime Transportation Unions Trustees Act .....	—	80,477	—	—	—	80,477
Sundries .....	—	99	103	—	—	202
TOTALS ...	37,114	627,407	452,642	139,933	61,683	1,318,779

# 1967-68 STATEMENT OF EXPENDITURES BY PROGRAMS AND ACTIVITIES

## Program: Labour Standards and Benefits

	Assistant Deputy Minister's Office	Labour Standards	Women's Bureau	Industrial Pensions and Annuities	Accident Prevention and Compensation	Total Program
	\$	\$	\$	\$	\$	\$
Salaries and Wages .....	32,796	458,901	31,092	692,663	271,159	1,486,611
Overtime Salaries .....	-	480	-	330	-	810
Commissions to Annuity Agents .....	-	-	-	210,327	-	210,327
Professional and Special Services .....	-	-	-	104,747	4,773	109,520
Travelling Expenses .....	1,619	37,206	1,145	4,876	19,543	64,389
Freight, Express and Cartage .....	-	425	68	856	493	1,842
Postage .....	-	875	75	6,178	1,550	8,678
Telephones, Telegrams and Other Communications Services .....	603	10,150	770	16,096	5,057	32,676
Publication of Reports and Other Informational Material .....	-	2,601	1,581	139	20,749	25,070
Newspapers, Periodicals, Radio, Posters and Other Publicity .....	-	-	-	2,318	32,673	34,991
Office Stationery, Supplies, Equipment and Furniture .....	263	14,912	367	19,195	21,507	56,244
Allowances and Expenses of Advisory Committee Members and Other Conference Expenses .....	-	21,122	-	-	-	21,122
Security Premiums .....	-	-	-	1,140	-	1,140
Sundries .....	-	-	-	828	-	828
Government's Contribution to Annuities Agent's Pension Account .....	-	-	-	35,000	-	35,000
Sub-Totals .....	35,281	546,672	35,098	1,094,693	377,504	2,089,248
Statutory Payments						
Federal Government's share of Administration Expenses of Provincial Workmen's Compensation Board .....	-	-	-	-	402,812	402,812
Payments of Employment Injury Claims for Public Service Employees .....	-	-	-	-	2,952,907	2,952,907
Supplementary Compensation to Certain Widows and Dependent Children of Seamen .....	-	-	-	-	6,860	6,860
Sub-Totals .....	-	-	-	-	3,362,579	3,362,579
TOTALS .....	35,281	546,672	35,098	1,094,693	3,740,083	5,451,827

## Program: Research and Development

	Director-General's Office	Economics and Research	Legislation	International Labour Affairs	Special Services	Library	Total Program
	\$	\$	\$	\$	\$	\$	\$
Administration							
Salaries and Wages .....	37,448	641,275	89,924	130,896	59,463	69,082	1,028,088
Overtime Salaries .....	—	1,504	390	—	—	—	1,894
Allowances .....	—	—	—	31,755	—	—	31,755
Professional and Special Services .....	—	72,994	4,627	—	—	—	77,621
Travelling Expenses .....	806	10,263	196	7,668	1,095	42	20,070
Freight, Express and Cartage .....	—	172	84	—	31	14	301
Postage .....	—	695	75	150	15	115	1,050
Telephones, Telegrams and Other Communications Services .....	652	8,700	1,285	2,075	1,255	842	14,809
Publication of Reports and Other Informational Material .....	—	33,756	4,360	136	22	311	38,585
Subscriptions to Newspapers and Periodicals .....	—	—	—	—	—	1,866	1,866
Office Stationery, Supplies, Equipment and Furniture .....	462	41,593	2,585	4,382	358	8,803	58,183
Allowances to Delegates and Expenses of International Labour Conferences .....	—	—	—	47,947	—	—	47,947
Allowances and Expenses of Research Advisory Committee .....	—	128	—	—	—	—	128
Sundries .....	—	—	—	430	—	48	478
Development of Special Research Projects	22,883	—	—	—	—	—	22,883
Sub-Totals .....	62,251	811,080	103,526	225,439	62,239	81,123	1,345,658
Grants, Contributions and Subsidies							
To the International Institute of Labour Studies including Grants to Canadian Scholars to Work at the Institute .....	—	—	—	50,000	—	—	50,000
To the International Advanced Training Centre at Turin .....	—	—	—	50,000	—	—	50,000
Transitional Assistance Benefits to Workers in the Automotive Manufacturing and Parts Industries ...	—	—	—	—	732,394	—	732,394
Winter Housebuilding Incentive Program (undischarged commitments) .....	—	—	—	—	50,000	—	50,000
Grants for Special Research Studies in the Labour Field .....	—	98,792	—	—	—	—	98,792
Sub-Totals .....	—	98,792	—	100,000	782,394	—	981,186
TOTALS .....	62,251	909,872	103,526	325,439	844,633	81,123	2,326,844



# CONCILIATION AND ARBITRATION

## Conciliation Services

The disputes making most demands on the Department's conciliation service were those affecting airline, banking, longshoring, mining and shipping operations.

**Airline Operations** – A conciliation board was established by the Minister of Labour on April 26, 1967, to hear a dispute between Canadian Pacific Air Lines Limited and Lodge 764 of the International Association of Machinists and Aerospace Workers. The chairman of the board was G.W. Rogers of Vancouver.

After a strike vote had been authorized by the union, and the rejection of the board's report also recommended, further negotiations led to the reaching of an agreement on July 30, and this was subsequently ratified by both parties. The terms of settlement provided full parity of wage rates with Air Canada plus a 5 per cent increase on November 1, 1967, and a further 3 per cent on July 1, 1968. The new contract was for a period of two years from March 1, 1967. Some 800 employees were affected.

**Banking Operations** – A dispute involving a Montreal bank, the first in Canada to be successfully organized by a union, led to the first collective agreement in this country covering banking employees. This dispute affected the Montreal City and District Savings Bank and a union that had been certified as bargaining agent by the Canada Labour Relations Board. After three months of difficult and protracted negotiations, it was reported in February that a full settlement had been reached. The settlement, which affected some 1,200 employees, provided salary increases ranging from \$1,150 to \$2,575, depending on the employee's classification. The collective agreement is for a period of 2½ years.

**Longshoring Operations** – A conciliation board averted what might have been a critical waterfront strike in the St. Lawrence ports. The chairman of the board was Judge Alan B. Gold, Associate Chief Judge of the Quebec District Court. He was appointed by the Minister on March 8, 1968, when no agreement on a chairman could be reached by William Baker of Lachine and Louis Laberge of Montreal, who were nominated to act on the board by the Shipping Federation of Canada and the six local unions of the International Longshoremen's Association respectively.

The interim agreement signed by both parties contains a clause that guarantees that neither party will resort to strike or lockout action during the mandate of the conciliation board, which will continue until March 1969, when a final report will be made to the Minister. The conciliation board also has been empowered by the parties to render preliminary decisions binding the employers and union until next March in regard to monetary issues and in respect to the interpretation and application of the conclusions of the Picard (Industrial Inquiry Commission) Report. Another important feature of the interim agreement provides that the conciliation board will act as the arbitration tribunal on any disputes concerning the interpretation or application of the collective agreements. This provision will expire when the board renders its final report on March 31, 1969.

The report of Dr. Laurent Picard, who was appointed as an Industrial Inquiry Commission on June 23, 1966 to investigate certain matters connected with the settlement

that month of a five-week dock workers' strike, was received in October 1967. Such an Inquiry Commission was recommended at the time of settlement by the mediator in the dispute. The Commission investigated possible technological and other changes having a bearing on improvements in productivity, the size and structure of gangs, calls and recalls of men, job security, and related matters. The St. Lawrence Ports Working Conditions Act, which was passed by Parliament and assented to on July 15, 1966, set out the terms of reference of the Commission and provided that the conclusions of the Commission, as set forth in the report, would be incorporated in the collective agreements. The Report generally called for some reduction in the size of gangs but provided a job security guarantee for long-shoremen and recommended changes in hours of work and working conditions and established a safety code. The broad objective of the conclusions of the Commission was to achieve rationalization of operations, stabilization of work, and general improvement of working conditions in the longshoring industry.

**Mining Operations, Manitoba** – A strike threat that would have had a serious effect on the economy of Flin Flon, Man., was settled through the Department's mediation services. Parties involved were the Hudson Bay Mining and Smelting Company and the Association of Flin Flon Trade Unions representing some 700 workers. A conciliation board was appointed by the Minister of Labour on October 23, 1967, and the chairman was George Keates of Winnipeg.

The final settlement on February 29 provided for a 31-month agreement from March 1 with a total increase of 23.5 per cent for the top trade classifications, 18.6 per cent for the lower classifications. Settlement pay also was given to the employees, amounting to 9 to 14 per cent of earnings from June 1967 to March 1 to cover the period between the termination of the old agreement and the effective date of the new one. The parties agreed also upon certain contract terms important to the trade unions affected.

**Mining Operations, Northwest Territories** – Conciliation officers settled important disputes affecting mining operations in the Northwest Territories. Two disputes involved the United Steelworkers and Cassiar Asbestos Corporation, Clinton Creek Operation, Dawson City, and Anvil Mining Corporation, Whitehorse. Another dispute affected Giant Yellowknife Mines, Yellowknife, and the International Union of Mine, Mill and Smelter Workers.

**Shipping Operations, East Coast Ferry Services** – The Departmental mediation services prevented a threatened disruption of CNR ferry services vital to the welfare of the Maritime Provinces. There were two separate but related contract disputes, the first one involving the CNR Borden - Cape Tormentine Ferry service and the Canadian Merchant Service Guild; the second, the CNR Newfoundland and Yarmouth-Bar Harbour service and the Canadian Brotherhood of Railway, Transport and General Workers. The CBRT represented some 1,100 unlicensed personnel and the Guild negotiated for about 25 deck officers.

The final settlements, which were subsequently ratified, provided the CBRT unlicensed personnel with a 28-month agreement and a three-stage increase of \$100 a month plus other wage adjustments; the Guild settlement, over a 26-month contract, gave increases totalling \$100 a month to first mates; second mates received a larger monthly increase of \$119 to decrease the wage spread between the two grades.



**Shipping Operations, Great Lakes** – To deal with a dispute between a number of Great Lakes shipping companies, represented by the Canadian Lake Carriers Negotiating Committee, and the Seafarers' International Union of Canada, the Minister appointed a conciliation board on April 24, 1967, with Dr. Louis Fine as Chairman.

A majority report submitted in July 1967 was not accepted by the employers or union membership, and a 39-day strike began on August 17. After some hard bargaining sessions, the signing of a Memorandum of Agreement ended the strike.

The terms of settlement provided the seamen with a three-year contract effective September 22, 1967 to September 21, 1970 with a 5 per cent wage increase applied to the existing wage scales. A leave credit system introduced in three stages over the term of the agreement with retroactive effect from June 1, 1967, together with a gradual reduction in hours of work, will have the effect of bringing the industry into compliance with the Canada Labour (Standards) Code by January 1, 1969. Improvements were made in over-time rates, vacations and welfare, so that cost gains were made in fringe benefits rather than wages. Some 5,000 seamen were affected.

**Conciliation Proceedings during Year** – Conciliation proceedings under the Industrial Relations and Disputes Investigation Act during the year directly affected 53,948 employees. Conciliation officers effected settlements in 77 of the 142 labour-management disputes referred to them; 28 of the 142 disputes had been carried over from the previous year. Conciliation officers were unable to arrange settlement of 34 disputes and recommended the appointment of conciliation boards. Three disputes lapsed, and conciliation officers had 28 cases in hand at the close of the year.

Conciliation boards were appointed to deal with 29 disputes. In addition, seven conciliation boards were appointed in the previous year. In 17 of the 36 disputes, settlements were obtained on the basis of the boards' reports and in post-conciliation negotiations, or through Departmental mediation services. Five disputes were not settled and legal strikes occurred; two disputes lapsed and 12 were still in the hands of conciliation boards at the close of the year.

**Appointment of Industrial Inquiry Commission** – On February 29, 1968, the Minister of Labour appointed Mr. Justice Arthur I. Smith as an Industrial Inquiry Commission to inquire into certain causes of labour unrest existing at the ports of Montreal, Trois-Rivières and Quebec, Que.

His Honour Judge René Lippé, Montreal, in the course of dealing with the 1966 long-shore dispute, recommended that such an Inquiry Commission be appointed.

The terms of reference of the Commission are as follows:

1. Conditions, conduct and matters, not part of normal trade union activities, giving rise to labour unrest, including pilferage, theft, corruption, bribery, kick-backs, gambling, book-making, loan sharking, extortion, coercion, assault, or other irregular or illegal activity;
2. Management employment or business practices, conditions and matters, not part of or dealt with in collective bargaining, giving rise to labour unrest, including the methods of dealing with cargo at the ports, the methods of exercising discipline with respect to employees in and around the work place in the interests of security of cargo, and the methods of maintaining a standard of good conduct by all other persons in and around the work place; and

Conciliation Proceedings Under the Industrial Relations and Disputes Investigation Act,  
by Disposition of Cases, for Fiscal Year 1967-68 and from Inception\* of the Act

	1967-68		From Inception to March 31, 1968	
	Number of Disputes	Number of Workers Directly Affected	Number of Disputes	Number of Workers Directly Affected
Disputes being dealt with by conciliation officers at beginning of period .....	28	6,347	—	—
Disputes referred to conciliation officers .....	114	24,937	1,379	895,956
Total .....	142	31,284	1,379	895,956
Disputes settled by conciliation officers .....	77	13,887	885	242,619
Disputes not settled by conciliation officers .....	34	14,425	433	647,585
Disputes which lapsed; no further action required .....	3	42	33	2,822
Disputes being dealt with by conciliation officers at end of period .....	28	2,930	28	2,930
Total .....	142	31,284	1,379	895,956
Disputes being dealt with by conciliation boards at beginning of period .....	4	1,146	—	—
Disputes in which parties were considering conciliation board recommendations at beginning of period .....	3	2,216	—	—
Disputes referred to conciliation boards...	29	19,302	448	1,480,170
Total .....	36	22,664	448	1,480,170
Disputes settled by conciliation boards ...	17	8,530	329	992,513
Disputes not settled by conciliation boards .....	5	3,470	90	476,441
Disputes which lapsed; no further board action required .....	2	24	17	576
Disputes in which parties were con- sidering conciliation board recom- mendations at end of period .....	—	—	—	—
Disputes being dealt with by conciliation boards at end of period .....	12	10,640	12	10,640
Total .....	36	22,664	448	1,480,170

\*September 1, 1948.



3. Any matters incidental or relating to any of the foregoing matters; at the Ports of Montreal, Trois-Rivières and Quebec, Que.; and to report thereon to the undersigned his findings and recommendations for application to the industrial situation at each of the three ports.

### **Board of Trustees of the Maritime Transportation Unions**

The fourth and final report of the Board was tabled by the Minister in the House of Commons on March 8, 1968.

The Board of Maritime Trustees, which was set up in the fall of 1963 under the Maritime Transportation Unions Trustees Act, finished its work on December 31, 1967, when the legislation expired. The final report of the Board was signed by the Chairman, Judge René Lippé, on behalf of his colleagues, Charles H. Millard and Joseph McKenzie.

The report speaks of the establishment of suitable machinery to deal with some of the long-outstanding differences between the Seafarers' International Union of Canada and employers. Committees established by both sides meet jointly to discuss training, educational and other matters. It is hoped these committees will deal with the more complex union-management relations generally reserved for periods of collective bargaining, such as the administration of hiring halls, job security, wage structure and manning.

The report states that many of the recommendations made by the Trustees during their term of office have yet to be implemented, but points out that authority vested in the Trustees under the Trusteeship Act provided only for recommendations, which are up to the parties themselves to implement.

The report concludes that the Trustees are reasonably satisfied that general foundations for labour peace have been laid over the past four years, and that labour and management should now be better able to work together in meeting common industrial relations problems. The trusteeship, the Board believes, has brought about a large measure of stability in labour relations in the Great Lakes shipping industry.

### **Other Proceedings**

**Applications for Consent to Prosecute** – The Minister received during the year 21 applications for consent to prosecute under Section 46 of the Act. Three were granted; nine were refused or rejected; three were settled after investigation by a conciliation officer; three were withdrawn; and three lapsed. One of the applications withdrawn was from an Ontario-based mining company seeking to prosecute 550 employees.

Since the Act came into effect, the Minister has received 404 applications for consent to prosecute: 113 applications have been granted, 34 refused, 12 settled, 218 withdrawn, and 27 have lapsed.

**Complaints of Violation of the Act** – Fourteen complaints of alleged violation of provisions of the Act were made to the Minister during the year--complaints by persons claiming to be aggrieved because of such violation are permitted under Section 44. Eight cases were referred to conciliation officers: one was settled, one developed into granting of consent to prosecute, three are pending and three complaints were withdrawn. Six were unsupported by evidence or were otherwise not settled.

From the inception of the Act to the end of the year there have been 125 complaints under Section 44. Eighteen cases have been settled, one case by an Industrial Inquiry Commission and 17 by conciliation officers. Thirty-two cases were not settled or were dismissed when found to be unsupported by the facts; 30 were withdrawn, eight as a result of Industrial Inquiry Commissions; 20 have lapsed, three are pending and 22 resulted in either granting or refusal of consent to prosecute.

**Arbitration** – During the year the Minister received, from parties to collective agreements, 32 requests for the designation of an arbitrator to deal with differences arising between the parties concerning the meaning or violation of the collective agreements. In 24 cases an arbitrator was named. Of the remainder the requests were either withdrawn or other arrangements were made by the parties. The designation of an arbitrator by the Minister is not a statutory requirement and is a service rendered under Section 19 of the Act.

# EMPLOYEE REPRESENTATION

The Employee Representation Branch provides the staff functions required in the administration of the provisions of the Industrial Relations and Disputes Investigation Act that involve the powers and responsibilities of the Canada Labour Relations Board. The Board is entrusted with responsibility for ensuring the orderly solution of representation disputes by determining applications for the certification or decertification of trade unions as bargaining agents; for prescribing grievance and arbitration procedures upon application; and, upon referral from the Minister of Labour, for dealing with complaints that a party to collective bargaining has failed to make every reasonable effort to conclude a collective agreement. Officers and staff of the Employee Representation Branch act as officers and staff of the Board.

## Canada Labour Relations Board

The Canada Labour Relations Board met on 39 days during the year. The Board heard oral submissions and evidence presented by representatives of employers, trade unions and various other parties concerned in 49 cases. Many cases coming before the Board are decided without the necessity for a hearing.

**Certification Proceedings** – The 127 applications for the certification of bargaining agents received by the Board during the year affected some 12,680 workers. In addition, 42 applications for certification were in process at the close of the previous year. Of these 169 applications, which directly affected some 28,425 workers, 83 were granted, 38 rejected, 20 withdrawn, and one lapsed. At the end of the year, the remaining 27 were still being investigated. During the year, the Board ordered 28 representation votes in applications for certification, and four votes in applications for revocation of certification.

Of the 38 applications for certification that were refused 27 were rejected because the applicants failed to establish a majority standing, five were made for inappropriate units, one involved employees and an employer engaged in a work, business or undertaking that did not come within the application of the Act, two were made before the expiry of 10 months of the term of an agreement, and three were refused for miscellaneous reasons.

From the inception of the Act to March 31, 1968, the Board received 2,061 applications for certification, directly affecting some 272,600 workers. A total of 1,186 applications were granted, 434 were rejected, 410 were withdrawn, four lapsed, and 27 were pending at the end of the year. In that period the Board ordered 349 representation votes in applications for certification and 22 votes in proceedings involving revocation of certification.

Of the 434 applications rejected in that period, 247 were refused because of the applicants' failure to establish a majority standing, 94 were made for inappropriate units, 34 involved employees and employers engaged in a work, business or undertaking not under the jurisdiction of the Board, 4 were made before six months had lapsed after the rejection of a previous application for the same unit, 11 were made before the expiry of 10 months of the term of an agreement, and 44 were refused for miscellaneous reasons.



## **Other Proceedings**

**Complaints of Failure to Bargain** – During the year no complaints were made to the Minister under Section 43 of the Industrial Relations and Disputes Investigation Act alleging that a party had failed to bargain collectively, and therefore no complaints were referred to the Board.

From the inception of the Act to March 31, 1968, the Minister referred to the Board eight complaints concerning failure to bargain collectively. In three cases the Board issued orders requiring the respondents to bargain collectively with the complainants, and in one of these cases the Board later revoked the order. It dismissed four complaints on the grounds that Section 43 of the Act did not have application to the matters in dispute, and permitted the withdrawal of one such complaint.

**Applications for Revocation of Certification** – The Act provides (Section 11) that where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification.

During the year eight applications for revocation of certification were received and two were in process at the close of the previous year. Of these 10 applications for revocation, four were granted, in one a declaration was issued stating that the Board's earlier certification was of no force and effect, one was refused, one was withdrawn, one lapsed, and two were pending at the end of the period. In addition, an order of decertification was issued in one case where review and reconsideration proceedings were initiated by the Board.

Since the inception of the Act the Board has received 84 applications for revocation and has initiated review and reconsideration proceedings leading to revocation in two other cases. Of the 84 applications for revocation received during the period, 51 were granted, in one a declaration was issued stating that the Board's earlier certification was of no force and effect, 25 were refused, four were withdrawn, one lapsed and two were still pending on March 31, 1968. Two decertification orders were issued in the review and reconsideration proceedings initiated by the Board.

**Applications for Review** – The Act provides (Section 61(2)) that a decision or order of the Board is final and conclusive and not open to question, or review, but the Board, if it considers it advisable so to do, may reconsider any decision or order made by it under the Act and may vary or revoke any decision or order made by it under the Act.

Two applications for review were received during the year and four were in process at the close of the previous year. Of these six applications, four were granted in whole or in part and two were denied.

Since the inception of the Act, the Board has received 105 applications for review: 41 were granted in whole or in part, 62 were refused, and two were withdrawn.

**Applications for Procedure for Final Settlement of Disputes Concerning the Meaning or Violation of Collective Agreement** – The Act prescribes (Section 19) that where a collective agreement does not contain a procedure for the final settlement of differences concerning the meaning or violation of the agreement, an application may be made to the Board for the provision of such a procedure. No such application was received during the year.

Since the inception of the Act, 17 such applications have been received; eight were granted, three rejected, and six settled without the necessity of a Board order.



# LABOUR-MANAGEMENT CONSULTATION

During the fiscal year 1967-68 a staff of 21 industrial relations officers made more than 4,000 personal service and promotional calls on labour and management organizations, resulting in the improved effectiveness of existing joint consultation committees and the establishment of 229 new ones.

The Branch has been distributing a variety of promotional material in an endeavour to interest more people in joint consultation, and, as a result of a country-wide publicity campaign in 1967 in newspapers, magazines, radio and T.V., more than 425 individual requests for information were received. Another similar publicity campaign is currently under way.

Each joint consultation committee is supplied with a yearly catalogue of material especially designed to stimulate its activities. As a result of requests for this literature, more than 800,000 copies are distributed each year.

Although these committees are not a substitute for collective bargaining, they can make the process of joint consultation more meaningful and effective and, if properly nurtured, they become an integral part of the collective relationship between labour and management.

There is a total of 2,345 active committees at present registered with the Branch, and a total of 690,000 employees in establishments where labour-management consultation committees are functioning. Industries and services represented are mining, forestry, manufacturing, retail and wholesale trade, hospitals and civic services.

**Labour-Management Conferences** – The Branch has been sponsoring area and industry labour-management conferences in co-operation with labour and management organizations and provincial Departments of Labour. The conferences have proved effective in improving the two-way flow of communication. The Branch co-sponsored one such conference in Corner Brook, Nfld., in November 1967, and took an active part in a similar conference in Winnipeg in March 1968. Proposed conferences are scheduled for Charlottetown, P.E.I., Saskatoon, Sask., and Montreal, Que., during the fiscal year 1968-69.

## FAIR EMPLOYMENT PRACTICES

In Canada the year 1968 was declared International Human Rights Year, commemorating the 20th Anniversary of the adoption by the United Nations of the Universal Declaration of Human Rights. The Fair Employment Practices Branch not only participated in the planning and development of the Canadian Commission for International Human Rights Year, but attempted, through a series of special programs, to build the foundations of a long-term attack on inequalities in employment opportunity.

In addition to participating in meetings for planning International Human Rights Year, and regular meetings of the Interdepartmental Committee on Human Rights, Branch officers were speakers and panelists at the 19th International Annual Conference of Commissions for Human Rights, the British Columbia Commission for International Human Rights Year, and several community human rights meetings.

During the year 43 complaints under the Canada Fair Employment Practices Act were received and investigated by the Branch. Research was started on the need for further regulatory procedures and improved investigation methods for handling individual complaints against private employers within federal jurisdiction and federal government departments and agencies. This research is designed to improve both legal enforcement procedures and evolve new methods of training supervisory personnel in heading off prejudice and discriminatory practices.

**Publicity Program** – As a means of producing a wider understanding of Canadian policy related to equal opportunity, as expressed in the law, the Branch prepared circulars for distribution to employers, informing them of the various federal and provincial laws protecting the rights of workers; published pamphlets for Canada Manpower Centres telling job applicants of their rights; arranged public service television spots (the two television networks agreed to produce public affairs programs); made arrangements with outdoor advertising firms for a public-service showing of billboards in all parts of Canada; published advertisements in all major ethnic papers; produced magazine articles and radio talks; and prepared posters for distribution through major employers within federal jurisdiction.

During the year more than 55,000 English and 20,000 French pamphlets and circulars were distributed.

**Guidance Material** – The Branch also began research on existing published material in preparation for the development of guidance material for those who work with youth and who can encourage the development of new perspectives and new leaders in the human rights field. At the same time, close liaison was established with several provincial departments of education with a view to the development of human rights material that can be introduced into school curricula.

# ECONOMICS AND RESEARCH

During the year under review the Economics and Research Branch, through the various projects undertaken by its seven Divisions, continued its study of wage structures, working conditions and labour costs, prepared material on general economic developments, studied collective bargaining and postwar strikes and lockouts and extended its surveys of labour organizations. The Divisions of the Branch are Federal Industries, General Economic Analysis, Industrial Relations Research, Collective Bargaining, Labour Organizations, Surveys, and Wages Research, and a Special Projects Division, attached to the Director's office.

## Federal Industries Division

The Federal Industries Division is responsible for the development of a comprehensive research program to provide economic, statistical and industrial relations data for all industries coming under federal jurisdiction. The research programs are designed to assist the administrative and operational activities of the various branches of the Department, such as Labour Standards, Conciliation and Arbitration, Labour-Management Consultation, and Legislation, and to provide research support for labour negotiations and Industrial Inquiry Commissions.

The Division prepared tables on employment, wage structure and working conditions, based on special surveys carried out in 1966 and 1967 for all establishments coming under federal jurisdiction.

The comparative analysis of the employment and wage data for 1965 and 1966 was completed. The analysis is to be extended to include the 1967 survey data in order to determine the direct cost effects of the provisions of the Canada Labour (Standards) Code and, through the use of correlation analysis, to determine the impact of the federal minimum wage on employment and wage structure. Work continued on the development of a research program to serve the operational and policy needs of the Canada Labour (Safety) Code, which came into effect on January 1, 1968.

The Chief of the Division presented a paper to the North American Conference on Labour Statistics in June 1967, on the subject of "Wage and Employment Implications of Minimum Wage and Hour Legislation."

Tabular and analytical data developed by the Division in the field of minimum standards were provided to several provincial Departments of Labour engaged in minimum wage research.

Considerable information was provided by the Division to the Working Party of the U.K. Ministry of Labour on the Canadian experience in the field of minimum wages.

A special survey was completed for the Murchison Inquiry Commission on hours of work in the trucking industry. The information gathered was representative of hours of work patterns in major occupational groups in the various provinces for the various types of trucking concerns.



A number of tables were prepared on the hours of work patterns of the railway running trades employees. Employees were grouped into four main occupational categories according to whether they were engaged primarily on passenger or freight service. Analysis of the data formed the basis for discussions with the Railway Management Committee, convened to examine ways in which the railway companies could bring the hours of work of the running trades into conformity with the Canada Labour (Standards) Code.

A report entitled Technological Changes in the Railway Industry: Employment Effects and Adjustment Process, CPR Angus Workshops, Montreal was published by the Division.

During the Great Lakes shipping negotiations in Montreal in 1967, the Division advised both parties on their negotiating an arrangement of working hours that would conform to the Canada Labour (Standards) Code. Data were developed on the economic effects of the Great Lakes shipping strike in 1967.

At the request of Treasury Board, the Division conducted a survey of overtime provisions in the Canadian shipping industry as a basis for bringing overtime provisions on Government ships in line with the Canada Labour (Standards) Code.

The Division participated in the first meeting of the National Maritime Advisory Council convened by the Department of Transport. The council is concerned with improving the stability of the work force in the shipping industry as well as with training programs and safety measures.

A field survey of annual vacation provisions for longshoremen at major ports in Canada was carried out to see whether the Labour Code provided equitable treatment for longshoremen in multi-employer situations.

Analyses of the Picard Inquiry Commission report on longshoring in the St. Lawrence ports and the Harvey and Dufresne report on job security were prepared by the Division. Tables relating to fatalities in 1966 in federal jurisdiction industries were completed, as well as an analysis of the data. Similar data were being developed for 1967.

Considerable progress was made in developing current industrial relations research data for industries coming under federal jurisdiction. An industrial relations fact-book on the longshoring industry is well advanced and a number of in-depth studies on current issues in this industry have been developed.

A research support service was initiated during the year to provide industrial relations, statistical and economic intelligence to departmental conciliation and other field officers.

The Division participated in meetings, initiated by the Department, with senior officials of railway management and unions to discuss industrial relations problems and the respective roles of the parties and the federal government in strengthening the collective bargaining process. Four meetings were held during the year-- two with management and two with unions.

A joint meeting of research personnel of the railway unions and the Department was held in February 1968 to discuss the role of the Department in providing factual data that will assist collective bargaining in the railway industry.

Position papers were developed by the Division on the following subjects of interest to the Task Force on Industrial Relations--minimum wages, federal jurisdiction and management rights.

An extensive revision of the ILO report entitled "Adjustment Programs in Canada in Response to Technological Change" was co-ordinated by the Division.



## **General Economic Analysis Division**

The General Economic Analysis Division continued to prepare material on general economic developments for internal government use. Particular emphasis to wage and price developments was given in the analyses made by the Division.

The Chief of the Division served as Canada's representative on Working Party 4 of the Economic Policy Committee of the Organization for Economic Co-operation and Development. This working party meets periodically to consider international wage and price developments.

The Division has developed statistics, intended primarily for use in general economic analysis, from data on wage developments under major collective agreements. These figures are designed to supplement statistics already prepared from the same data that are of value primarily in industrial relations uses. Publication of the new statistical series began during the period under review.

## **Industrial Relations Research Division**

The functions of the Industrial Relations Research Division are fourfold: (1) the development of a greater understanding of the internal operations of the industrial relations system in order to anticipate problems that might emerge in this system; (2) the development of a greater understanding and appreciation of the external factors that give rise to problems in the industrial relations system; (3) the assessment of the consequences of the outputs of the industrial relations system as they influence the achievement of economic and social objectives, and (4) the development and proposal of changes and/or amendments in policy and program—both public and private—that will assist the internal operation of the industrial relations system and enable it to make a more direct and positive contribution to the achievement of our national goal.

The Division is at present conducting the following projects: a study of "Structure of Collective Bargaining in Canada"; a study of "Postwar strikes in Canada," and studies of three individual industrial relations systems--meat packing, primary iron and steel, pulp and paper.

During the year, members of the Division participated actively in the research program of the Prime Minister's Task Force on Labour Relations. The Division chief co-ordinated some 15 or more industrial studies conducted for the Task Force by researchers from the academic community. Other members of the Division participated in Task Force studies, their participation ranging from conducting studies to supplying other Task Force researchers with statistical and other data.

Part of the work of the Division is the development of a methodology, the use of which will allow labour relations researchers and practitioners to gain greater insights into the internal operations of industrial relations systems and also into the external factors operating on these systems. The methodology thus far developed is an input-output systems approach using inter-disciplinary techniques.

This input-output methodology has been adopted by the Task Force as a framework for their research program and has been used as the methodology for the industrial studies conducted by members of the Division as well as Task Force researchers. It is hoped that when this methodology is fully developed it will enable researchers to not only get a great insight into individual systems but also make meaningful comparisons among systems.

During the year, members of the Division participated in national and international meetings concerned with industrial relations and labour matters generally.

### **Collective Bargaining Division**

Increasing use was made of the resources of the Division to provide collective agreement statistics to management, unions, universities, government departments and Crown corporations. Increased responsibilities have necessitated a general division of activities into Analysis of Current Labour-Management Negotiations, Collective Agreement Analysis and Survey Operations.

During the year the Collective Bargaining Division of the Branch provided an enlarged monthly review of major (500 or more employees) labour-management negotiated settlements across Canada (except those in the construction industry). The first section of this Collective Bargaining Review lists unions and employers engaged in bargaining by the stages of negotiations they have reached. Then the Review reports terms of settlements reached on a monthly basis, supplemented by detailed tables at quarterly intervals showing wage increases by industry and by term of agreement. The Collective Bargaining Review (English and French editions) is published as a supplement to the Labour Gazette. The 12 issues each year are combined in single bound volumes (English and French), available from the Publications Division of the Department.

Analysis of collective agreements in depth was continued and expanded to identify new trends in agreement provisions, including clauses concerning technological changes and methods adopted by unions and management to meet the problems of technological adjustments. Similar analysis was continued on the substance of collective agreement provisions and their classification in conjunction with a comprehensive system of coding such provisions. Related publications compiled separately by the Division include the following: Provisions in Major Collective Agreements in Canada, (No. 1 covering employees in Canadian industries and No. 2 covering employees in Canadian manufacturing industries re-issued in a single volume); Forty-Two Provisions in Major Collective Agreements Covering Employees in Canadian Manufacturing Industries (1967); Provisions in Collective Agreements Covering Office Employees in Canadian Manufacturing Industries (1967); and Response to Technological Change, a study of technological change provisions in major collective agreements in Canada in 1967.

The first three of these publications were summarized in various 1967 issues of the Labour Gazette. A French edition of the three summaries has been issued under the title Conventions collectives dans l'industrie.

A comprehensive system of obtaining and filing some 8,000 collective agreements from across Canada continued to be the source of information requested by Government departments, companies, unions and other research institutions in the areas of negotiated agreements and wage schedules. This system has been subdivided into three major sections: primary industries, manufacturing, and other industries.

A special project of the Division was the compilation of the French-language publication *Répertoire de Termes et Expressions utilisés en Relations Industrielles et dans des Domaines Connexes*, which is a comprehensive dictionary of terminology and formulas used in labour relations and collective bargaining. This edition includes a bilingual listing of terminology in the index. In September 1967, a series of eight papers by the Chief of the Division was published in a single document, *The Collective Agreement in Canada, The Study of Its Contents and of Its Role in a Changing Industrial Environment*. These papers provide significant results of analysis in the broad areas of collective bargaining and collective agreements. The same author also presented a paper to the Richelieu Club of Hull on "The Importance of Collective Agreements in Canada" and participated in a seminar at McGill University on "Recent Collective Bargaining Developments."

Other projects of the Division being prepared for publication include the following:

A study of provisions in agreements covering employees in the mining industry to identify and analyze clauses peculiar and significant to that industry;

An analysis of agreement provisions applicable to construction employees, prepared for the Canadian Construction Association;

Detailed information compiled for the Task Force on Labour Relations, including studies on the causes of strikes nationally and industry-wide between 1946 and 1966.

Additional field survey work has been undertaken by staff members of this Division in Ontario and Quebec, assisted by Industrial Relations Branch officers in the other provinces.

The possibility of including collective agreements covering fewer than 500 employees for analysis by the Division is being considered. Similarly, expansion is in the planning stage to accommodate new agreements applicable to large sectors of the labour force such as the construction industry and the Public Service of Canada.

### **Labour Organizations and Labour Disputes Division**

The Labour Organizations and Labour Disputes Division carries out annual surveys to obtain information on the size, scope and characteristics of the union movement in Canada. The results of these surveys are published in the annual directory, *Labour Organizations in Canada*, and in the *Labour Gazette*. The Division is responsible also for the planning, collection, compilation and publication of current statistics and analyses of work stoppages due to industrial disputes.

In the year under review, the 56th consecutive edition of *Labour Organizations in Canada* was published. An article, with accompanying statistics, entitled *Industrial and Geographic Distribution of Union Membership in Canada, 1967*, appeared in the February issue of the *Labour Gazette*. Several hundred reprints were made of this article for use in responding to requests for statistics on union membership.

Analyses of strikes and lockouts in all jurisdictions were prepared each month for publication in the *Labour Gazette* and for issue of a press release each month summarizing work stoppage experience in the previous month. The press release is issued three to four weeks after the end of the reference month. The publication, *Strikes and Lockouts in Canada*, containing a review of strike activity during 1966 and providing historical data as well as current analyses of strike intensity, was published during the year.

The Division continued to provide background information and advice for the deter-



mination of Departmental policy on matters related to labour unions and the industrial relations field generally. A discussion paper was produced later in 1967 on the basis of which the entire strike-reporting program is being evaluated and revised to improve the quality and utility of the statistics and to update the program in the light of current developments and trends.

Plans were made during the year for a number of developmental projects and appropriate staff has been recruited for this purpose. One project involves the setting up of a system of classifying and coding historical work stoppage data; these data will be recorded on magnetic tape and programmed for quick retrieval and compilation for research and administrative purposes. Also under way are plans for a series of studies based on the provisions of labour union constitutions. Topics covered by these studies will include union membership fees and assessments, conditions of membership and strike and contract authorization.

Considerable progress was made during the year toward broadening the criteria for coverage in the surveys of labour organizations. The object of this is to expand the scope of the surveys to include organizations of professional and other employee groups engaged in collective bargaining activity, but outside the mainstream of the traditional labour movement.

A study of trends in union membership since the 1930's was undertaken in connection with the Task Force on Labour Relations. This study is nearing completion.

### **Surveys Division**

The Division conducts two major surveys annually; the survey of Occupational Wage Rates, Salaries and Hours of Labour, on October 1, and the survey of Working Conditions, on April 1. The Division conducts other ad hoc surveys to meet special requests by various organizations.

**Survey of Wage Rates, Salaries and Hours of Labour** – The 1967 survey covered some 33,000 employer reporting units and more than 1,000 selected occupations in nearly all sectors of Canadian industry. Approximately 79 per cent of employers surveyed returned a completed questionnaire. During the past year, some 1,500 paying subscribers, representing a substantial section of management, labour and research agencies across Canada, received the complete results of the 1966 survey, as well as preliminary results of the 1967 survey for 11 Canadian cities.

The results of this annual survey are first published in loose-leaf form, and later in a 400-page paper bound volume. This publication shows wage and salary rate statistics for some 90 different industries and 58 communities in Canada, as well as a series of industrial index numbers of wage rates using 1961 as base year.

In addition, several extensive tabulations of wage and salary information were prepared during the year in answer to a number of special enquiries from labour, management and research workers. As in past years, data from the survey were supplied to several organizations, including the Pay Research Bureau of the Public Service Staff Relations Board, most of the provincial governments, the International Labour Organization, and several large Canadian employer associations.



**Survey of Working Conditions** – The 1967 survey was based on a mailing list of some 32,500 employer reporting units. The information gathered in the survey will be included in the 1967 edition (Report No. 11) of the annual publication, *Working Conditions in Canadian Industry*. Published in bilingual format, the 1967 report presents, on an industrial, national and provincial basis, the changing pattern in working conditions--hours of work, paid holidays, vacations with pay, pension plans, group life insurance, rate of pay for regular Saturday and Sunday work, and collective agreements.

**Other Work** – During the year, the Division was involved in a survey of labour costs in co-operation with the Dominion Bureau of Statistics. This survey, of an experimental nature, is designed to obtain statistical information, by industry and by province, on selected non-wage labour costs and paid hours for the year 1967. The information obtained will help to identify elements in the total wage package, to provide estimates of costs to employers of selected expenditure items, and to improve estimates of labour incomes.

At the end of June 1967, a special survey was conducted of the distribution of wage and salary rates paid by employers falling under the terms of the Canada Labour (Standards) Code.

Other activities in the Surveys Division include the collection and tabulation of statistics on industrial accidents and fatalities, with the co-operation of provincial Workmen's Compensation Boards across Canada. These statistics are published quarterly in the *Labour Gazette*, and annually in the *Canada Year Book*.

As part of the Division's program of development, and in a continuing effort to adapt the statistical services provided by the Division to meet new circumstances and needs, meetings were held by officials of the Division with officers of most of the provincial departments of labour to discuss changes in coverage and methodology.

### **Wages Research Division**

A major activity of the Division was the production of a chart book on the behaviour of Canadian wages and salaries in the postwar period. Comprising more than 50 charts and as many tables, the work depicts levels of wages and the structure of wages (that is, their relation to each other) by industry, region and occupation. Rates of increase since 1949 are shown as well.

A study of productivity, unit labour costs and price trends in 25 manufacturing industries has been brought close to completion. Further research in this important area will be carried on from this study, however.

A detailed analysis and comparison of trends and behaviour of wages in Canada and the United States has been carried out this past year. A report will be completed soon.

Much of the Division's time and resources was devoted to providing research assistance and advice to the Prime Minister's Task Force on Labour Relations. Many important economic issues where wages are an important element were referred to the Division for study.

### **Special Projects Division**

The Special Projects Division worked principally on studies of income maintenance needs and research into the employment of women in the year 1967-68. The income maintenance studies involved the Department's Transitional Assistance Benefits Program for the automotive industry, and were in conjunction with the work of the Interdepartmental Committee to look into the Unemployment Insurance Act. In the field of employment of women, the Division (a) participated in a study of utilization of women in the Public Service, (b) completed the field work for a study of the part-time employment of women in retail trade, (c) provided the official reply to a United Nations questionnaire on the advance of women, and (d) provided a briefing on women's problems to the delegation to the International Conference on Human Rights.

### **Research Grants and Fellowships**

The Branch continued to administer the Department of Labour-University Research Program and the Canada International Labour Fellowship Program. During 1967, the Department made 26 grants under the former program. One fellowship was awarded under the latter.

# LEGISLATION

The Legislation Branch continues to carry on its basic functions of keeping under study the labour legislation of Canada and other countries, and to provide an informational and advisory service based on the studies undertaken.

Reorganization of the Branch into four divisions was implemented during the year, the four division chiefs being responsible respectively for legislative research, legal research, inquiries and provincial services.

A major project to which all divisions contributed was a study of the history of legislation and public policy in Canada in the area of labour relations. This had been requested by the Prime Minister's Task Force on Labour Relations. A comparative study of workmen's compensation legislation in Canada as it existed at the end of 1967 was completed in the Legislative Research Division and will be published in 1968.

The observance of 1968 as International Human Rights Year brought additional activities to the Branch. The chief of the Legal Research Division continued to serve as a member of the Interdepartmental Committee on Human Rights, and, among other matters, this group gave preliminary consideration to Canada's position with regard to the human rights covenants. He also prepared policy papers for the use of Canadian delegates to the International Human Rights Conference at Tehran, Iran, April and May 1968.

Work was continued on comparisons between International Labour Conventions and Canadian law and practice in the human rights field, in the expectation that Canada may wish to mark International Human Rights Year by adhering to several Conventions not previously ratified.

In connection with the work of the ILO industrial committees, the Inquiries Division prepared papers dealing with minimum standards in working conditions in the metal-mining industry and with conditions of work and safety in the construction industry. A report was prepared on provincial legislation concerning safety and health at work, and accident prevention in mines other than coal mines. This was required in connection with a tripartite technical meeting to be convened by the International Labour Office.

The chief of the Legal Research Division was a member of the Canadian delegation to the International Labour Conference in June 1967 and served on the Conference Committee on the Application of Conventions and Recommendations, the standing committee of the Conference that examines the implementation by member countries of the obligations they have assumed by ratifying International Labour Conventions.

**Publication Program** – Labour legislation enacted by Parliament and the provincial legislatures in 1967 and important changes in regulations made under existing labour laws were reviewed in a report that appeared in three issues of the Labour Gazette, LXVII No. 12 and LXVIII Nos. 1 and 2. This is being reprinted in a pamphlet entitled "Developments in the Enactment and Administration of Labour Laws in Canada, August 1966 to September 1967."

Selected court decisions of particular interest to labour were reviewed in the Labour Law Section of the Labour Gazette each month. Besides cases dealing with constitutional issues and the review of decisions of labour relations boards, several cases selected for



review related to the position of the individual employee in the collective bargaining system. They also dealt with the issues of whether the individual employee has a right to be heard in arbitration proceedings in a case in which his interests had not coincided with the interests of the union, and whether a union member has the right to sue his union for breach of the union membership contract.

The Branch's annual publication, *Labour Standards in Canada*, sets out the standards in effect on December 31, 1967, under federal and provincial labour laws with respect to minimum age for employment, minimum wages, equal pay, hours of work, weekly rest day, annual vacations, public holidays, fair employment practices, notice of termination of employment, maternity protection and workmen's compensation.

A series of reports describing bills of labour interest, introduced in Parliament and the provincial legislatures, was prepared and circulated to government labour officials and other interested persons who requested it. This service is made possible through the courtesy of the provincial legislatures in supplying copies of their bills, votes and proceedings.

**Reports, Memoranda and Reference Papers** – The Inquiries Division answered specific inquiries and prepared memoranda and reports covering a wide range of labour law. These related to questions in the field of labour relations, such as the use of arbitration in settling disputes between the members of a police force and the municipality. Also included were questions concerning legislation aimed at protection of the health and safety of employees, including provisions in effect to govern the use of toxic substances.

Information considered to be of general interest was assembled in reference papers that are available on request. Two such papers prepared during the year deal with the composition of labour relations boards in Canada and legislation concerning industrial noise in this country. The reference paper on provincial minimum wage rates was brought up to date.

**Other Services** – The services of the Branch are made available to the Canadian Association of Administrators of Labour Legislation, an organization of the deputy ministers and other senior officers of the federal and provincial departments of labour which meets annually. Organized in 1938, CAALL provides a medium for the exchange of information and experience on problems arising out of the administration and enforcement of labour laws. The chief of the Provincial Services Division serves as secretary-treasurer of the Association and is the Department's continuing representative on the executive board.

The 26th annual conference was held in Ottawa, September 11-13, 1967. As in previous years, the Branch prepared a comprehensive report on recent developments in the enactment and administration of labour laws in Canada, and this was discussed at the conference. Other topics on the agenda included: Observations on Labour Relations Today, the Work of the Federal Government's Task Force on Labour Relations, Labour Department Objectives and Staff Development, and Working Conditions for Women.

The conference discussed also the reports of the Association's standing committees on industrial safety, statistics and research, and the training of labour department staff. A conference guest speaker, Sir Denis Barnes, Permanent Secretary of the Ministry of Labour in Great Britain, described the work of his Ministry, with particular reference to its experience in administering the prices and incomes policy.



# INTERNATIONAL LABOUR AFFAIRS

The main area of activities of the International Labour Affairs Branch continues to be the co-ordination of all international labour responsibilities of the Department. Most important of these are the standard-setting, technical assistance and other programs of the International Labour Organization.

There were Canadian delegations, mostly tripartite, at 10 ILO meetings during the year, and the Branch made arrangements for the Canadian representation, including briefing and reporting.

The ILO is unique among the specialized agencies of the United Nations, having been established in 1919 on a tripartite basis as a forum for discussion between governments, employers and workers. Canada was one of the founding members.

The agenda of the 51st International Labour Conference, held in Geneva in June 1967, included an interesting plenary debate on the contribution of non-manual activities to social and economic development and technological change, the adoption of the 1968 budget of almost \$25 million, and a critical review of the application by member countries of International Labour Conventions and Recommendations. Six new international labour instruments were adopted, on grievances and communications within the undertaking, maximum weight to be carried by one worker, and social security pensions. There was also a general discussion on technical co-operation, especially on the industrialization of developing countries, and a first discussion on improvement of conditions of life and work of tenants and sharecroppers in agriculture. Several important labour resolutions were debated and adopted.

The ILO Governing Body, of which Canada is a continuing member, met three times during the year. Canada was also represented at several meetings of industrial and advisory committees and panels of experts. One meeting of particular interest was the sixth session of the Advisory Committee on Salaried Employees and Professional Workers, in December 1967. Canada was elected a member of this committee earlier in the year and its tripartite delegation attended for the first time.

In May 1967, Canada ratified International Labour Convention No. 108 on seafarers' national identity documents, bringing its total ratifications to 24. As 1968 is U.N. Human Rights Year, special attention is being given to the possibility of ratifying a number of other ILO conventions in this field.

## Grants and Technical Assistance

Annual grants were continued in 1968 to the International Advanced Training Centre at Turin, Italy, and to the International Institute for Labour Studies at Geneva. The latter grant provides also for a qualified Canadian scholar to spend a sabbatical year at the Institute, investigating some important labour question in the international context.

The Branch, in consultation with other interested departments, formulates the Canadian Government's position on technical assistance questions at ILO meetings and analyzes and assesses ILO programs in this area. It also advises on Canadian technical assistance programs in the labour field and helps, as required, to administer training programs for

trainees to study labour administration in Canada under the auspices of External Aid Office agreements and ILO fellowship programs. During the year the Department welcomed the first trainee to come to Canada from the ILO's International Centre for Advanced Technical and Vocational Training in Turin. The trainee, who came from Trinidad, spent three months in this country undertaking practical work in management consultation.

The Studies Division was established in the Branch during 1967, and is engaged in two main areas of work. The first of these is an analytical review of various groups of ILO conventions as compared with relevant Canadian legislation in fields where jurisdiction is divided between the federal government and the provincial governments. Under this heading, it is anticipated that a study of Minimum Age for Employment will be published during 1968. The second main area of work involves the development and maintenance of a closer-knit communications system between the Branch and its labour counsellors at Canadian Embassies in foreign countries.

### **Organization for Economic Co-operation and Development**

The Branch continued its work in the Department's OECD activities, in co-operation with the Program Development Service of the Department of Manpower and Immigration and the Economic Division of the Department of External Affairs. This work was chiefly connected with the Manpower and Social Affairs Committee and the working party of the Economic Policy Committee on Costs and Prices, and involved departmental representation at a number of meetings in these fields.

### **Other Activities**

The International Labour Affairs Branch also looks after a wide range of other matters that have international implications. The Branch advises the Department of External Affairs and other departments on subjects within the scope of this Department that may arise in the United Nations or other specialized agencies such as UNESCO. It also participates in the co-ordination of Canadian government policy in such areas.

The Branch develops information as background for policy at international meetings, as a basis for policy formulation within Canada, and in response to inquiries from various organizations and agencies within Canada. In general, any inquiries, reports, resolutions and other documents with international connotations pertaining to the work of the Department of Labour are referred to the Branch.

## **SPECIAL SERVICES**

During the year officials of the Special Services Branch participated in investigations to determine whether or not layoffs in the automotive industry, for which an application for certification was submitted to the Adjustment Assistance Board, resulted from operation of the Canada-United States Automotive Agreement. Table 2 lists the layoffs certified by the Adjustment Assistance Board for which the Department of Labour received certificates during the past year.

The Transitional Assistance Benefit Regulations provide for assistance to workers in the automotive and automotive parts industries who are laid off because of the operation of the Canada-U.S.A. Automotive Agreement, when these layoffs are certified by the Adjustment Assistance Board. These workers may draw benefits ranging from 62 to 75 per cent of their weekly pay, providing the maximum weekly percentage does not exceed 65 per cent of the weekly average of both wages and salaries for the industry as a whole. Once a benefit entitlement period has been established it remains in existence until it is exhausted through payment or until July 26, 1969 (the expiry date of TAB), whichever is sooner.

### **Emergency Planning**

The Special Services Branch continued to be responsible for the departmental Emergency Planning Program.

During the year the Branch prepared draft Orders and Regulations and discussed them with all provinces, as the plans are based on provincial Labour Departments acting as agents of the Canada Department of Labour during a war emergency period. A Departmental Working Committee was established to ensure that the Canada Department of Labour has the capability of achieving the objectives and goals set out for it in the Canada Survival Plan. In his capacity as secretary of the committee, the Branch's Emergency Planning Officer provided position papers and other background information necessary to the operation of the committee.

Because of budgetary limitations, the Canada Emergency Measures Organization has found it necessary in its role of co-ordinator of national civil emergency planning to revise its own program and assist other departments in the revision of their plans. The Canada Department of Labour is co-operating with EMO in this.

### **Winter House Building Incentive Program**

The Winter House Building Incentive Program, designed to stimulate winter employment by creating a demand for winter-built homes, was discontinued after the 1965-66 winter. Follow-up action was maintained, however, for paying out outstanding applications for houses that qualified under the programs for 1963-64, 1964-65 and 1965-66. Applications received were processed and approved, and the details of expenditures for the year are given in Table 1. Under this program an incentive of \$500 was paid for each dwelling unit constructed during the winter months.



**Table 1 – Winter House Building Incentive Program:  
Amount of Incentive Payments Made, Fiscal Year 1967-68**

Provinces	1963-64 Program		1964-65 Program		1965-66 Program	
	No. of Units	Amount \$	No. of Units	Amount \$	No. of Units	Amount \$
Newfoundland .....	—	—	—	—	9	4,500
Prince Edward Island ....	—	—	—	—	—	—
Nova Scotia .....	—	—	—	—	2	1,000
New Brunswick .....	—	—	—	—	—	—
Quebec .....	2	1,000	1	500	44	22,000
Ontario .....	—	—	6	3,000	17	8,500
Manitoba .....	—	—	—	—	1	500
Saskatchewan .....	—	—	—	—	3	1,500
Alberta .....	—	—	4	2,000	3	1,500
British Columbia .....	—	—	1	500	7	3,500
Yukon & Northwest Territories .....	—	—	—	—	—	—
Totals	2	1,000	12	6,000	86	43,000

**Table 2 – Layoffs for which the Department received certificates from the  
Adjustment Assistance Board, Fiscal Year 1967-68**

<u>Employers</u>	<u>No. of Employees</u>
Algoma Mfg. Tool & Dye Limited, Oshawa, Ont. ....	8
Arvin-Standard Limited, Stoney Creek, Ont. ....	66
Brantford Trailer & Body Limited, Brantford, Ont. ....	95
Bremner, W.T., Limited, Brantford, Ont. ....	4
Chicago Rawhide Products Canada Ltd., Brantford, Ont. ....	20
Coulter Manufacturing Limited, Oshawa, Ont. ....	33
Delman Manufacturing Limited, Burlington, Ont. ....	105
Duplate Canada Limited, Oshawa, Ont. ....	50
General Motors of Canada Limited, Oshawa, Ont. ....	366
Houdaille Industries Limited, Oshawa, Ont. ....	61
Karco Company Limited, Windsor, Ont. ....	5
Oshawa Engineering & Welding Co. Ltd., Oshawa, Ont. ....	27
Perfect Circle Co. Ltd., Don Mills, Ont. ....	112
Raybestos-Manhattan (Canada) Limited, Peterborough, Ont. ....	52
Total .....	1,004



**Table 3 – Transitional Assistance Benefit Payments,  
Fiscal Year 1967-68\***

TAB claims filed . . . . .	1,104
Allowed . . . . .	579
Disqualified – SUB recipient . . . . .	291
Unable to qualify – not certified . . . . .	338
Unable to qualify – no UIC Benefit Period . . . . .	5
Unable to qualify – insufficient qualifying weeks . . . . .	58
Pending March 31, 1968 . . . . .	19
TAB paid . . . . .	\$735,426
No. of weeks . . . . .	28,128
Average weekly payment . . . . .	26.14

\* Information compiled from monthly reports received from U.I.C.

## LIBRARY SERVICES

A decrease in circulation and reference statistics in the Department library resulted from the transfer of the remaining officials of the Department of Manpower and Immigration from the Sir Wilfrid Laurier Building. Before this, these officials were provided with a service similar to that used by the Department of Labour. Task Force researchers continued to use the library facilities and services, but to a lesser degree than during the previous year.

The field offices of the various branches of the Department have set up small collections of books and periodicals, and these services increased to a marked degree during the year as a result of the library's publicity program. The implementation of the Glassco Commission's recommendation has made branches responsible for certain book purchases, and this has led to a better service. A considerable book collection has been formed by the Accident Prevention and Compensation Branch, working through the main library. The new microfilm printer has proved itself a necessary adjunct to good library service.

There was a noticeable increase during the year in requests from other libraries, both in and outside Ottawa, much of this stemming from Centennial Year. Many searches were made for department officials and others in matters dealing with the Department's history, labour organizations in Canada over the period 1867-1967 and Canadian history in general.

# LABOUR STANDARDS

During the year all submissions made to the Minister under Section 51 of the Canada Labour (Standards) Code, with the exception of one industry's, were dealt with by the Labour Standards Branch. Numerous meetings were held with representatives of the remaining industry and substantial progress made in working out a suitable accommodation to the requirements of the Code.

The Branch administers the Code and the fair wage policy of the Government of Canada, which is embodied in the Fair Wages and Hours of Labour Act, as amended, and the Fair Wages Policy Order, P.C. 1954-2029.

An amendment was made to Section 3 of the Canada Labour Code Regulations (General) under P.C. 1967-1092, dated June 1, 1967, whereby persons engaged in the scientific professions have been excluded from the application of the Code.

A number of important amendments to the Fair Wages and Hours of Labour Act and new Regulations came into force on April 1, 1967. The major changes include the reduction of the standard work week from 44 hours to 40; the requirement to pay time and one half the regular rate of pay for hours worked after eight hours a day and 40 hours a week; the provision that the minimum rate of pay will in no case be less than that prescribed in the Canada Labour (Standards) Code, and a provision that in the event of a default by the contractor in carrying out the wage and hours of work provisions of the Act, the contractor would be liable for the payment of liquidated damages of \$50 for every such default.

## Canada Labour (Standards) Code

The main parts of the Code, dealing with hours of work, the minimum wage, annual vacations and general holidays, came into force on July 1, 1965.

During the year, 42 orders for deferment, six orders for suspension and 22 rejections of submissions were made by the Minister under the special and transitional provisions of the Code, which provide for the deferment or suspension of Part 1 (Hours of Work). These brought the total since inception of the legislation to 99 orders for deferment, 40 orders for suspension and 49 rejections. The orders of deferment and suspension affected 5,144 employers; the rejections, 67 employers. Orders of deferment or suspension affected single employers in some cases; in others, the orders involved groups of employers, or all employers in a particular industry.

All deferments of the minimum wage provisions of Section 11 were terminated by December 31, 1966, and no further deferments could be issued after that date.

Two Commissions of Inquiry have been appointed pursuant to Section 35 of the Code. One of these commissions was appointed to review employment conditions that have prevailed for many years in the shipping industry in Newfoundland, and the other was named to review employment conditions in the trucking industry throughout Canada. In both cases, Orders in Council were passed that establish special hours-of-work standards over limited periods of time. The Newfoundland Shipping Order provides for a graduated reduction of hours of work limits to reach Code standards by December 31, 1973. The Order applicable to the trucking

industry will be in effect for a three-year period beginning July 1, 1968, and establishes hours standards that recognize the special conditions existing in this industry.

Railway companies are under temporary deferment, pending decision by the Minister on their application for deferment. Extensive discussions have been held by Department officials with representatives of management and unions, and between management and unions themselves, to work out adjustments to Code standards that are acceptable to all concerned. As a result, it is expected that the deferment for the non-operating groups can be terminated during the coming year.

Averaging periods of 13 weeks or less have been reported in 67 cases, and periods of longer than 13 weeks have been approved by the Minister in 229 cases. The Minister has also approved 66 applications for permission to work in excess of the maximum hours, and three applications for permission to pay less than the minimum wage under training programs. Thirty-four applications for approval of years of employment for vacation purposes were consented to.

Fifty-five substitutions in respect of general holidays were reported or approved under Section 28. One hundred and thirty-nine waivers of vacation, as provided under Section 14 of the Regulations, were authorized and 607 notices and applications for postponement of vacation were reported or approved. One exemption concerning pay statements was given under Section 41 of the Code.

From April 1, 1967 to March 31, 1968 there were 5,696 complaints and violations under Parts I to IV of the Code. Of these, 4,995 were settled for a total of \$340,007.13.

### **Fair Wages on Government Contracts**

During the year, there was further progress on important projects to which labour conditions were applied under the provisions of the Fair Wages and Hours of Labour Act.

The construction of the South Saskatchewan Dam is now in its tenth year, and during the year three schedules were issued for additional contract projects, making a total of 51 schedules since the first was issued July 10, 1958.

Eighteen additional schedules were supplied to Atomic Energy of Canada Limited for contracts for the Nuclear Research Establishment, Whiteshell, Man., and for the construction of the town of Pinawa, making a total of 159 schedules since the first one was issued on June 8, 1961.

Although the Fair Wages Legislation does not apply to contracts for services, schedules were issued for service contracts on request of government departments for such contracts as interior cleaning of public buildings, moving office furniture and supplies and catering to army camps and other establishments.

### **Contracts for Construction, Repair, Remodelling and Demolition**

During the year, the Branch issued 3,518 schedules of labour conditions, compared with 3,505 during 1966-67 and 3,522 during 1965-66.

Six schedules of wage rates proposed for use by contractors under labour conditions (A-2) were submitted to the Branch. These schedules were examined and approved for use on the contracts in question.



The value of contracts reported to the Branch as awarded during 1967-68 was \$244,115,081, compared with \$294,838,536 for 1966-67.

### **Contracts for the Manufacture of Supplies and Equipment**

Departments awarding contracts for the manufacture of supplies and equipment are required to include standard labour conditions as provisions of the contracts.

During the year, 1,507 contracts were awarded, with an approximate value of \$12,483,734. During the same period, 352 statutory declarations listing the classifications of workers employed on such contracts, their wage rates and their hours of work, were submitted to the Department for review. The corresponding figures for 1966-67 were 1,856 contracts with a value of \$16,952,889, and 334 statutory declarations.

### **Enforcement Activities under the Fair Wages Legislation**

All complaints received with respect to failure of contractors to apply the labour conditions of contracts were investigated. In addition, a policy of regular inspection is maintained. During 1967-68, 629 inspections were made of wages and hours and other labour conditions, including the non-discrimination provision, being observed by contractors on government contracts. In addition, 227 inspections were made of the overtime rates being paid on contracts where permission was granted to exceed the statutory hours of work. The corresponding figures for 1966-67 were 248 wage inspections and 184 overtime permit inspections.

The enforcement of the required labour conditions and minimum wage schedules during 1967-68 resulted in the collection of a total of \$118,566.78 from 235 contractors for distribution to 3,014 workers to satisfy wages owing by the contractors. During fiscal 1966-67, wage arrears collected amounted to \$89,194, affecting 2,456 employees.

Additionally, the sum of \$6,450 was collected as liquidated damages from 18 contractors for defaults in carrying out conditions set out in paragraphs (a) and (b) of the Fair Wages and Hours of Labour Act.

### **Prevailing Rate Employees**

The function of the Department of Labour in the determination of rates of pay of former prevailing rate employees, now included in the Operational Category of Public Service employees, has been undergoing review and change since the Public Service Staff Relations Act came into force on March 13, 1967.

On the advice of Treasury Board, no recommendations of wage rates to be paid to these employees were made by the Branch after March 13, 1967. For an indefinite period of time, however, the Branch will, on request, recommend to employing departments wage rates to be paid to certain groups of employees on a limited basis. For this purpose, a limited program of wage data collection will continue to be carried out.

During 1967-68, the Branch made 588 wage rate recommendations affecting 459 different occupational classifications and involving 349 locations.

## **Surveys**

During fiscal 1967-68, field officers conducted 304 wage surveys to obtain wage information about wage rates being paid by private employers in various areas of Canada. This was done to establish minimum rates of pay for government contracts and for other purposes.

# ACCIDENT PREVENTION AND COMPENSATION

The principal functions of the Accident Prevention and Compensation Branch are to establish and maintain, in accordance with the provisions of the Canada Labour (Safety) Code, an adequate standard of employment safety in the Public Service and in enterprises subject to federal jurisdiction, and to administer the Government Employees Compensation Act under which employment injury benefits are provided to employees of the federal government. In addition, the Branch administers the Merchant Seamen Compensation Act.

## Accident Prevention

With the approval by Parliament of the Canada Labour (Safety) Code in December 1966, the federal Government undertook to ensure the employment safety of the more than 500,000 persons employed by the 7,000 major corporate entities subject to federal jurisdiction. The responsibility for implementing this new safety legislation was assigned to the Accident Prevention Division.

The recruitment of professional engineers, safety consultants and the other personnel initially required at headquarters and at the nine regional offices to give effect to this new safety program was substantially complete by March 31, 1968. Induction and orientation courses for the new staff were held in Ottawa in November 1967 and in January 1968.

Approximately 25,000 copies of a brochure which provides a general explanation of the new Canada Labour (Safety) Code were distributed after proclamation of the Code on January 1, 1968. A pamphlet describing the Safety Code in detail was prepared for a more limited distribution.

Preliminary discussions concerning the possibility of using provincial safety inspectors to conduct safety inspections of work places and processes in the federal jurisdiction were held with officials of each of the 10 provinces. It is expected that several federal-provincial agreements with respect to the provision of these varied technical services will be signed before the end of the 1968-69 fiscal year.

Regulations developed during the last five months of the year pertaining to safety in the coal mines of the Cape Breton Development Corporation will be presented to the Governor in Council for approval early in the new fiscal year. The development of regulations applicable to boilers and pressure vessels and to passenger and freight elevators was underway by March 31, 1968, as was research work on safety regulations for grain elevators, general industrial safety and stevedoring.

Surveys, which were still in progress on March 31, 1968, were undertaken to evaluate the safety resources and conditions of those enterprises subject to the provisions of the new Safety Code.

Discussions on the development and implementation of a new occupational safety program for the 225,000 employees of the Public Service of Canada were held with Treasury Board officials and a policy statement is expected to be issued early in the new fiscal year.

Table 1 – Accident Claims Reported in 1967-68, by Province and Type of Claim

	Minor Injuries		Disabling Injuries				Total
	First Aid and Medical Aid	Compensation	Injury Leave	Permanent Disability	Fatal	Disallowed	
Newfoundland . . . . .	108	65	59	—	2	—	234
Prince Edward Island . . .	56	44	18	—	1	—	119
Nova Scotia . . . . .	1,134	301	223	—	1	7	1,666
New Brunswick . . . . .	348	120	145	—	1	8	622
Quebec . . . . .	2,307	542	1,456	1	1	42	4,349
Ontario . . . . .	5,652	879	2,278	—	3	162	8,974
Manitoba . . . . .	547	249	360	—	2	19	1,177
Saskatchewan . . . . .	444	267	195	—	5	16	927
Alberta . . . . .	749	325	401	1	4	21	1,501
British Columbia . . . . .	1,469	276	427	4	3	92	2,271
Yukon and N.W.T. . . . .	449	173	52	—	3	11	688
Totals	13,263	3,241	5,614	6	26	378	22,528

Table 2 – Compensation Disbursements and the Federal Government's Share of Administration Expenses, by Provinces

	Compensation Disbursements 1967-68 (\$)	Administration Expenses for year 1967 (\$)	Total (\$)
Newfoundland . . . . .	78,705	7,328	86,033
Prince Edward Island . . . . .	27,839	1,833	29,672
Nova Scotia . . . . .	246,990	24,700	271,690
New Brunswick . . . . .	102,976	15,432	118,408
Quebec . . . . .	898,181	146,645	1,044,826
Ontario . . . . .	1,153,661	144,107	1,297,768
Manitoba . . . . .	110,858	12,995	123,853
Saskatchewan . . . . .	186,365	26,023	212,388
Alberta . . . . .	392,295	45,607	437,902
British Columbia . . . . .	369,283	46,238	415,521
Payments respecting employees locally engaged outside Canada . . . . .	1,226	—	1,226
Totals	3,568,379	470,908	4,039,287



## Accident Compensation

During the fiscal year 1967-68 the Government Employees Compensation Act was amended to provide coverage for those persons required to take a training course before employment with a department or agency established to perform a function or duty on behalf of the Government of Canada. Coverage was extended also to those employees who are on leave of absence without pay to further their skills used in the performance of their duties and who are taking training courses approved by the Minister of Labour.

The Government Employees Compensation Act Regulations were amended also to provide coverage to an employee, except an employee engaged locally outside Canada, who is disabled by disease resulting from the environmental conditions of any place outside Canada to which he was assigned. Arrangements were made with the Department of National Health and Welfare to submit a certificate to be accepted as prima facie proof that the disease was one that satisfied the requirements of the Act.

Provision was also made for bringing international commissions within the Act.

More than 260,000 persons employed by some 114 departments and agencies are at present entitled to coverage under the Act. The most notable addition during the year was the Cape Breton Development Corporation.

Accident claims reported during the year numbered 22,528, an increase of 2,197 or 10.8 per cent over the number reported during the preceding year. Of the total claims reported, 13,263 or 58.8 per cent for minor injuries only. There were 8,861 disabling injuries compared with 7,876 during the preceding year. There were 30 fatalities reported (four were not attributable to employment) an increase of 21.

At the end of the year pensions were being paid to 1,971 employees, former employees, or their dependants. The distribution of the year's claims by province is given in Table 1. A detailed analysis of claims settled each year is published separately in the Annual Statistical Report of the Branch.

Gross compensation disbursements and administration expenses during the year are shown in Table 2. Compensation disbursements increased by \$280,172 or 7.9 per cent. The federal share of provincial administration expenses rose by 7.8 per cent to \$470,908.

The salary paid in lieu of compensation totalled \$1,430,570, an increase of \$170,848 over the amount of the preceding year. These expenditures were again offset to some extent by reimbursement made to the Consolidated Revenue Fund by certain Crown agencies to cover the compensation benefits provided to their employees and a proportionate share of administration expenses. Certain other Crown agencies pay an assessment of their payroll in the same manner as industry is assessed under the provisions of the provincial acts. In either circumstance, the employees of these Crown agencies come under the provisions of the Government Employees Compensation Act in the same manner as employees of government departments, boards and commissions.

During the year 1,251 cases involving third parties were considered and disposed of either by settlement or by determining that a case could not be sustained against the third party. In a small number of cases, the injured employees did not claim compensation but took action directly themselves. The great majority of claims were settled by the Branch with several being referred to the Department of Justice for settlement. Altogether, some \$90,405 was recovered either by settlement or by court judgment.

Close consultation and effective liaison were maintained with the various Workmen's Compensation Boards and the Commission in Quebec in processing claims, in the rehabilitation of injured employees, and in the interpretation and application of the legislation. Several meetings and consultations were held between officials of the Workmen's Compensation Board of the Province of Nova Scotia, the Dominion Steel and Coal Corporation and the Branch on the terms and arrangements for taking over persons who would become employees of the Cape Breton Development Corporation. As in previous years, informative material was prepared and distributed in English and French to acquaint Public Service employees with their rights and responsibilities in connection with employment injuries.

### **Merchant Seamen Compensation**

During the year, Capt. F.S. Slocombe, vice-chairman of the Merchant Seamen Compensation Board, retired from the Public Service and Capt. G.W.R. Graves, Chief, Nautical and Pilotage Division, Department of Transport, was appointed to succeed him.

Thirty-seven accidents, including two fatal, were reported during the year. At the close of the year, seven claims were pending. A number of settlements of temporary disability claims that were in accordance with the provisions of the Act and were not disputed by the employer or the employee were approved by the Secretary. Formal approval of such settlements is the responsibility of the Board.

### Statistical Summary

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1945-63. . . .	—	—	906	625	119	73
1963-64. . . .	37	2,200	25	23	1	2
1964-65. . . .	39	2,500	30	21	2	8
1965-66. . . .	36	2,300	22	16	2	2
1966-67. . . .	37	2,350	25	23	2	2
1967-68. . . .	33	2,300	37	33	2	2

# INDUSTRIAL PENSIONS AND ANNUITIES

In 1967, the Cabinet decided that sales promotion of Government Annuities should be discontinued and the sales force disbanded. The sale of annuities began on September 1, 1908, the Government Annuities Act being administered by the Industrial Pensions and Annuities Branch.

All but seven district offices operating under the program were closed on December 31, 1967, the offices at Vancouver, Edmonton, Winnipeg, London, Toronto, Montreal and Halifax being kept open to provide service on existing contracts. The persons staffing these offices became public servants on January 1, 1968.

Government Annuities, individual and group, are available on request, but sales will not be solicited. Existing contracts are in no way affected by the decision to curtail sales. Advertising has been discontinued.

Newspaper reports about the closing of the sales offices created a widespread impression that the Industrial Pensions and Annuities Branch was going out of business. However, the Branch has been able to assure the many worried annuitants, employers and others making inquiries that the Branch is still functioning.

The administration of present contracts will continue to be a big operation. For the next 15 to 20 years the annuities maturing for payment will exceed those cancelled by death and the disbursements will increase correspondingly.

The regional officers were in Ottawa in March for a week's course of indoctrination in their new role of service representation.

The system of premium reminders put into operation in the previous year was discontinued because of unfavourable customer response. A general wording has been added to the annual statement of account form.

The test of certificates of identity that was started in the previous year was completed except for 12 small annuities that were still being investigated. The exercise revealed 19 cases of overpayment after the death of the annuitant and recovery has been made in all but one. Certificates will be secured for the remaining two-thirds of the annuitants at a later date, after which the value of the operation can be assessed.

**The Year's Business** – The new business for the year consisted of 945 deferred annuities, 287 immediate annuities, and four group contracts covering 10 employees. There were 1,048 new employees registered under old group contracts.

**Pension Plans** – In addition to its normal work, the Group Division amended group annuity contracts for its employers in Alberta to conform with the new Alberta Pension Benefits Act. The necessary initial cost certificates were prepared for these contracts. A few contracts were amended when the pension plans were integrated with the Canada Pension Plan or the Quebec Pension Plan. The steadily increasing number of deaths and retirements reflects the heavy registration of employees in the immediate postwar years.



Registered Retirement Savings Plans – About 19,900 persons paid \$10 million into their Registered Retirement Savings Plans for the 1967 tax year.

Old Age Security – The number of requests for annuities integrated with Old Age Security is decreasing as the starting age for Old Age Security moves downward to 65 in 1970.

Financial Statement – The financial statement for the year is shown in Table 1. The premium income decreased by \$3.4 million from that of the previous year. Cash disbursements exceeded the premium income by \$48.2 million. The interest required was \$50.9 million, and the account increased by \$1.6 million.

The surplus of \$1.2 million reflects a death rate for the year slightly higher than usual although near the average. In the previous year the death rate was lower than average and the surplus only one-tenth as much. These yearly fluctuations are normal in the annuity business.

Table 2 shows the valuation summary.

Statistics – At the end of the year there were 181,864 persons insured under 1,398 pension plans, of whom 116,892 were employees at work and 64,972 held paid-up deferred pensions by reason of termination of service before retirement age or discontinuance of the pension plans.

There were 81,067 individual deferred annuity contracts in force. About 85,000 persons are receiving annuities under 101,987 contracts and certificates, in payment of which 968,000 cheques were mailed.

During the year, 4,443 employees retired on pension and 2,832 individual contracts matured for payment of annuities.

Table 3 provides a history of the number of annuities sold and the purchase money received.

**Table 1--Government Annuities Account for the Year Ended March 31, 1968**

ACCOUNT	
Account, April 1, 1967 .....	\$1,324,518,806.00
Receipts, 1967-68, less disbursements.....	2,765,774.62
Less transfer to Consolidated Revenue Fund.....	1,196,442.62
Account, March 31, 1968	1,326,098,138.00
LIABILITIES	
Valuation of annuities outstanding .....	1,326,098,138.00
RECEIPTS	
Immediate annuities .....	1,529,891.28
Deferred annuities .....	17,056,880.68
Unclaimed annuities recovered from Consolidated Revenue Fund...	25,732.77
Interest to March 31, 1968.....	50,953,649.00
Total	69,566,153.73
DISBURSEMENTS	
Vested annuities.....	59,018,963.82
Commuted values .....	556,571.35
Premiums returned with interest (including instalment death benefits) .....	6,570,628.18
Premiums returned without interest .....	417,879.26
Employee withdrawal payments (pension plans) .....	146,039.83
Individual withdrawal payments .....	49,264.17
Unclaimed annuities transferred to C.R.F. ....	41,032.50
Total	66,800,379.11
Receipts less disbursements, 1967-68 .....	2,765,774.62
Total	69,566,153.73

Table 1 (Cont'd)

## DISTRIBUTION

Interest Rate	Account at 31/3/67
3 %	80,669,337.00
3½ %	176,048,419.00
4 %	1,010,922,016.00
5 %	47,157,860.00
5¼ %	10,834,328.00
No interest*	466,178.00
Total	1,326,098,138.00

\*Death benefits on deposit being paid in instalments.

Table 2--Valuation March 31, 1968 of Annuity Contracts and Certificates

Classification	Number	Amount of Annuity	Present Value of Annuities in Force
Vested:			
Males, ordinary annuities .....	23,645	\$12,455,727	\$ 87,655,233
Females, ordinary annuities .....	24,420	10,775,130	94,567,040
Males, guaranteed annuities.....	22,908	13,699,018	147,279,977
Females, guaranteed annuities...	12,800	6,574,384	86,347,121
Reducing at Old Age Security Age	8,305	10,126,709	55,610,252
Last survivor ordinary .....	2,867	1,563,201	17,912,901
Last survivor guaranteed .....	301	160,731	2,250,244
Annuities certain.....	4,380	2,987,792	10,406,875
Temporary annuities .....	2,361	699,350	2,357,085
Total vested	101,987	59,042,042	504,386,728
Deferred contracts and certificates .....	262,931	---	821,146,488
Death benefits by instalments ...	---	---	466,178
Advance premiums .....	---	---	4,204
Cheques due on suspended annuities .....	---	---	94,540
Totals	364,918	---	1,326,098,138

**Table 3--Number of Individual Annuity Contracts and  
Certificates Issued, and Net Premium Receipts**

Year Ended March 31	Individual Contracts Issued	Group Certificates Issued	Total Contracts and Certificates Issued	Net Premium Receipts
1909-63	204,597	320,687	525,284	\$1,350,459,405.31
1964	3,687	2,470	6,157	28,894,131.48
1965	3,817	1,783	5,600	29,583,160.82
1966	3,143	1,979	5,122	27,114,362.75
1967	2,245	1,172	3,417	21,512,629.26
1968	1,232	1,058	2,290	18,168,892.70
Total	218,721	329,149	547,870	1,475,732,582.32



## WOMEN'S BUREAU

The unanimous adoption of the Declaration on the Elimination of Discrimination Against Women by the United Nations General Assembly on November 7, 1967 was an important event for the Women's Bureau, as it was for the people everywhere who are working for the betterment of women's place in society. The Director was an observer at the 22nd Session that adopted the Declaration, which states that discrimination against women is fundamentally unjust and constitutes an offence against human dignity. To acquaint organizations and individuals with the content and passage of this important document, the Declaration was published in the February 1968 issue of the Labour Gazette. A reprint was made and more than a thousand copies have been distributed.

Plans for a study of part-time employment of women in Canada were discussed initially with an interdepartmental committee representing the Department of Manpower and Immigration, the Public Service Commission, Treasury Board, the Dominion Bureau of Statistics and the Department of Labour. It was agreed that the first project would be a study of part-time employment of women in the retail trade.

Early in the year, the Director attended an international conference in Washington, D.C., at which delegates discussed the alarming shortage of medical doctors. Representation included 150 physicians, male and female, educators, guidance specialists, social scientists and experts in the health-manpower field. The theme of the conference was "Meeting Medical Manpower Needs - The Fuller Utilization of the Women Physician."

During the 26th Conference of the Canadian Association of Administrators of Labour Legislation, held in Ottawa in September, representatives of the federal and provincial Women's Bureaus were joined by other delegates in a panel discussion on working conditions for women. The subjects included protective measures for night work, equal pay, maternity protection and flexibility in arrangements for part-time workers.

A working committee of representatives of the Canada Department of Labour and of the Secretariat of the Royal Commission on the Status of Women in Canada was formed to undertake research that the Royal Commission may require in areas of interest to the Department of Labour. The Royal Commission was established under authority of P.C. 1967-312 to inquire into and report upon the status of women in Canada, and to recommend what steps might be taken by the federal Government to ensure that women have equal opportunities with men in all aspects of Canadian society.

A representative of the Bureau was a speaker at a conference on the problems of working women, held in Toronto under the auspices of the Ontario Federation of Labour. She spoke on "Maternity Protection of Women Workers."

The Director and two members of the staff were present at a series of lectures of special interest to women, sponsored by Office Overload, at Expo 67.

The Director attended the UNICEF meeting in Montreal, the International Women's Day at Expo, the Laval Industrial Relations Conference in Quebec City, and had a special consultation with the United States Women's Bureau in Washington.

The Director spoke to several groups and organizations during the year, including the Soroptomist International Conference in Toronto, a panel of graduates at the University of Ottawa and the Nurses Alumnae of Kingston General Hospital.

In a television interview, the Director explained the work and aims of the Women's Bureau. She spoke also of the increasing numbers of women entering or re-entering the labour force and the opportunities and problems they will encounter in seeking employment.

Publications of the Bureau included the 1966 edition of Facts and Figures--Women in the Labour Force; a Directory of National Women's Organizations in Canada, 1967/68, and a summary of the exploratory survey of women university graduates, with particular regard to their continuing education and employment. This survey was made by the Canadian Federation of University Women with the co-operation of the Women's Bureau.

The Bureau was visited by a women's editor from Malaysia; two women from the Department of Labour and National Service, Melbourne, Australia, and representatives of foreign embassies; and provincial organizations.

It was with regret that the Department of Labour accepted the resignation of Mrs. Jock Findlay as Director of the Women's Bureau, effective February 29, 1968.

# FINANCIAL AND MANAGEMENT SERVICES

After studies were carried out in 1966-67, plans were implemented in 1967-68 to bring components of departmental activities into meaningful and concise program functions for budgetary review and a new parliamentary vote structure. These proposals were submitted and received Treasury Board approval under T.B. Minute 668710 dated June 1, 1967, and implemented the recommendations made by the Glassco Commission for financial management improvement. The programs comprise:

- (1) General Administration - concerned with the central administrative services of the department, including the Minister's Office and Deputy Minister's Office administration.
- (2) Labour Relations - concerned with activities dealing with the settlement of industrial disputes, the appointment of Industrial Inquiry Commissions and in general the promotion of industrial peace through better understanding between labour and management. The latter involves the removal of discrimination in employment practices and the certification of unions for collective bargaining purposes by the Canada Labour Relations Board.
- (3) Labour Standards and Benefits - concerned with activities associated with the administration of labour standards on works and undertakings under federal jurisdiction, the provision of employment injury benefits to public servants and to merchant seamen not protected under provincial law, and the administration of the Annuities Act. The program encompasses all activities that relate to the welfare of the worker.
- (4) Research and Development - encompasses activities relating to basic surveys, research and analyses of various matters relating to industrial relations, including labour legislation to facilitate policy development and program evaluation; the co-ordination and advancement of Canada's role in international labour affairs and the execution of special projects.

The Branch has four main divisions: Financial Services, Office Services, Data Processing, and Accounting.

## Financial Services

This Division is responsible for the co-ordination and implementation of accounting budgetary practices and the recording and controlling of departmental expenditures. In 1967-68 the Financial Services Division redesigned its accounting system in consultation with the Comptroller of the Treasury to enable the executive and statutory authorities of the Government, such as the Comptroller of the Treasury, to discharge their responsibilities to Parliament and to provide departmental managers with the financial information necessary in their planning, budgeting and control systems as related to the Canada Department of Labour.



The Program Review for 1968-69, including program justification of departmental plans for a five-year period and the resources required to meet these objectives, was completed. In addition, the 1968-69 estimates, following the program concept and vote structure, were completed.

A financial reporting system for departmental program and activity managers was developed to assist them with their management responsibilities. This financial information was frequently reviewed during the year to enable a more complete and timely cost data in 1968-69 and to assist in short and long-term planning.

The Division continued to process all financial documents, including the payment of accounts for goods and services and the pre-audit of travel expense claims to meet the requirements of the Financial Administration Act and the appropriations voted by Parliament.

There was a substantial increase in activities associated with the receipt and disbursement of monies received from employers under Regulation 19 of the Labour (Standards) Code and for non-compliance with the Code and the Fair Wages and Hours of Labour Act. Receipts totalled \$384,772.21 and disbursements \$218,404.77.

The monies in suspense on March 31, 1968 were: Labour (Standards) Code Suspense Account \$261,076.72; Fair Wages Suspense Account \$102,428.92.

Comparative statements of expenditures under the various appropriations of the Canada Department of Labour, as well as by objects of expenditure are part of this report. In addition, there is a statement of expenditures by activities under each program for 1967-68.

## **Office Services**

This Division, which consists of four sections -- accommodation and communications; materiel services; records management, including mail and messenger services, and transcribing services -- is responsible for servicing all branches of the Department, including the various industrial commissions of inquiry.

In 1967-68 arrangements were completed with the Central Travel Service of the Department of Defence Production to make arrangements for travel and hotel accommodation for Department of Labour employees in Ottawa in order to take advantage of reduced rates and effect economies.

**Accommodation** -- Final approval of plans to reallocate in the Sir Wilfred Laurier Building was received from the Department of Public Works and construction was started in February 1968. New accommodation was obtained for the Accident Prevention and Compensation Branch field organization in St. John's, Nfld.; Halifax and Sydney, N.S.; Fredericton, N.B.; Montreal, Que.; Toronto, Ont.; Winnipeg, Man.; Regina, Sask.; Edmonton Alta.; and Vancouver, B.C. After a Cabinet decision to cease active sales of Government Annuities, the Annuities Branch offices were closed in Charlottetown, P.E.I.; Moncton and Saint John, N.B.; Quebec and Sherbrooke, Que.; Cornwall, Guelph, Hamilton, Kingston, Kitchener, North Bay, Owen Sound, Ottawa, Peterborough, Port Arthur, Sault Ste. Marie, Stratford and Windsor, Ont.; Regina and Saskatoon, Sask.; Calgary, Alta.; and Victoria, B.C.

Also closed during the year were the offices established for the Industrial Inquiry Commission to investigate technological and other changes on working and employment conditions of longshoremen and related trades at the Ports of Montreal, Trois-Rivières and Quebec with headquarters in Montreal and the offices of the Board of Trustees of the Maritime Transportation Unions.



**Materiel Services** – This section is responsible for procuring, storing, issuing and accounting all items of stationery, office equipment, furniture and furnishing for the Department's operation at headquarters and in the field. A reorganization plan of the unit was introduced in 1967-68 to reduce handling costs and stock holdings.

This reorganization has allowed improvements to be made in internal procedures and has increased the availability of financial and statistical data. It also has been possible to reduce inventory holdings, allowing a reduction in operating space of approximately 8,000 square feet.

Action has been taken to dispose of furniture, furnishings and equipment from field offices closed during the year through Crown Assets Disposal Corporation, and there has been the reallocation of items of other field offices.

An inventory audit and inspection team started a review of all departmental inventories, both in Ottawa and in the field, with a view to checking entitlement to and condition of equipment held.

At the request of the Department of Defence Production, preliminary discussions were held to consider the practicability of adopting a centralized supply service administered by the Department of Defence Production. This is still under consideration.

**Records Management** – In a continuing program of file conversion, new file systems were introduced in the Accident Prevention and Compensation Branch, Financial Services and Office Services Divisions.

A provisional manual on "Records Management Policies and Procedures for Field Offices" was developed and introduced, together with new file systems to all field establishments.

Schedules for approximately 40 per cent of departmental records were approved by the Departmental Committee on Records Scheduling, and this resulted in the transfer of 1,600 cubic feet of records to Public Archives Records Centre and the destruction of 1,300 cubic feet.

During the year nearly 2,000,000 pieces of mail were received and serviced, and approximately 2,235,000 pieces of outgoing mail were processed and despatched.

**Transcribing Services** – Co-ordinated and operating on a system of work measurement, Transcribing Services provides typing, machine transcription, stenographic and photocopy services to all branches of the Department. It also acts as a training ground for junior personnel and provides trained and experienced staff on a temporary and permanent basis for all branches.

To improve the service offered by the units, a wider use of dictating equipment was recommended and, through this, machine dictation increased by approximately 12 per cent. A third unit was opened during the year to provide better service throughout the Department.

**Management Improvement** – This unit, designed to conduct studies of administrative practices in major areas, to recommend improvements and to promote the use of better management techniques, was not fully operative in 1967-68 as qualified staff was not available. A management analyst trainee has been recruited and it is expected that more senior management analysts would be available early in 1968-69.

## **Data Processing**

This Division operates a punch card machine installation for the processing and tabulation of statistical and financial data for the various branches of the Department. Use of modern computer facilities for the tabulation of data emanating from the various surveys and for the processing of government annuity transactions became available from the Central Data Processing Service Bureau installation of Treasury Board. In order to take advantage of this, the Department provided training for existing staff to strengthen its capability.

A large program to convert the Annuity transactions to the IBM 360 computer was begun in 1967-68. It was hoped to have the project completed by March 31, 1968, but this was not possible because of the lack of sufficiently trained staff. It will be completed early in the new fiscal year, however.

In 1967-68 the Division advanced sufficiently in its computer capability to release several units of conventional IBM heavy equipment and so effect a saving of approximately 50 per cent in monthly rental cost. The man-year establishment of the unit was reduced by one third.

Plans are under way to apply computer capability to other areas of departmental activities.

On March 31, 1968, the services formerly performed by the Division for the Unemployment Insurance Commission and the Department of Indian Affairs were discontinued.

## PUBLIC RELATIONS AND INFORMATION SERVICES

By the end of the year, the Branch had completed reorganization of its Information Division to group the staff in three functional sections. Thus structured, these sections will continue to provide regular information services for other branches and programs and, in addition, will be in a position to broaden their scope to generate information and public relations activities on behalf of the Department as a whole.

In addition, the reorganization provided for a new position on the Director's staff to deal more effectively with the need to improve communications between the complex research programs of the Department and the industrial relations community. It is expected such interpretive writings will help considerably toward providing a better public understanding of and appreciation for the economics and statistical findings of the Department.

During the year, the Branch continued to publicize departmental programs in most of the media. On behalf of the Labour-Management Consultation Branch it carried out an advertising campaign aimed at bringing before labour, management and the general public the need for joint consultation in industry. It continued to support existing labour-management consultation committees with the tabloid *Teamwork in Industry*, published monthly in English and French, and containing articles on committee activities plus general information of interest to labour and management. This publication has a circulation of 35,000 copies a month. As in previous years, monthly poster and pay envelope messages were produced for the use of committees, as well as 12 monthly discussion guides on useful topics for joint discussion.

Advertisements outlining the provisions of the Canada Fair Employment Practices Act were placed in foreign language newspapers. A new booklet on human rights legislation was produced as well as posters, billboard publicity and material for television.

Preparations were completed for the production of a new monthly newsletter on industrial safety, accident prevention, and activities under the Canada Labour (Safety) Code, which will have a wide industrial distribution.

Displays and exhibits on the Department generally and such programs as labour-management consultation and fair employment practices were placed at a variety of labour and management conferences and conventions, and arrangements were made for the construction in 1968-69 of new portable displays.

At the end of the year, work at the National Film Board was well advanced on the first of a new series of films on the impact of technological and social change on employees, industry and society. The Department continued to assist the National Film Board in the operation of an Industrial Film Library, and the Branch is planning with the Board to reorganize the library for greater effectiveness.

The Branch continued to expand the operation of its speakers' bureau for Departmental officials, to arrange press conferences as required, and to arrange radio and television appearances by Departmental officers.

It continued to handle news and information liaison with the press and other communications media, and prepared and or issued all news releases for the Department. It also issues new releases for the Canada Labour Relations Board.



By the end of the year, plans were well advanced for the introduction of a new series of public information bulletins. These are designed to bring facts about industrial relations, labour economics and other related matters to the general public, and to provide background material on the whole field of labour for use of the press and other media.

Through its Publications Division, the Branch continued to supervise the publications policy of the Department. It edited, designed and supervised the production of all Departmental publications--during 1967-68 the Department published 56 titles--in addition to producing the English and French editions of the Labour Gazette.

The Labour Gazette, as its contribution to the Department's commemoration of Canada's Centennial, published a special issue in July 1967, containing a special 16-page section, printed on coloured stock, that contained articles in keeping with the marking of the first 100 years of Canadian Confederation. This Centennial number featured a four-colour cover, the first coloured photograph in the 67-year history of the Labour Gazette.

The paid circulation of the Labour Gazette, both French and English, which underwent a considerable decline between 1965-66 and 1966-67, regained approximately half its loss during 1967-68. Average monthly paid circulation of the English edition, which declined from 4,984 in 1965-66 to 4,550 in 1966-67, rose last year to 4,764. Average monthly paid circulation of the French edition in the same period went from 1,158 to 928 and to 1,040. The monthly circulation for 1967-68 was:

	Paid	Complimentary	Total
English Edition .....	4,764	7,623	12,387
French Edition .....	1,040	2,256	3,296



## PERSONNEL ADMINISTRATION

An extensive appraisal program involving all supervisory and professional personnel was started during the year. This was in addition to a manpower inventory of all departmental employees. The information, when complete, is expected to provide the basis for staff replacement and career development plans and is already proving useful for selection and training purposes.

With representatives of several other branches, including field officers, the Personnel Administration Branch began a study of the state of communications within the Department, and the requirements for improvement of this vital link between management and its staff.

A staff relations officer was engaged to assist management in preparing for the administration of collective agreements, which will govern employer-employee relationships in the Public Service. In addition, a junior classification officer was engaged to accelerate the program of job evaluation and classification audit.

Robert Bonnar was appointed Director of the Branch on November 1, 1967, replacing R.E. Crosby, who has been appointed to the Department of National Revenue.

During the year under review, the Branch assisted the Department in arranging appointments up to 93 per cent of its authorized establishment at March 1, 1968. It was then that the Government announced a "freeze" at the staff strength level of each department.











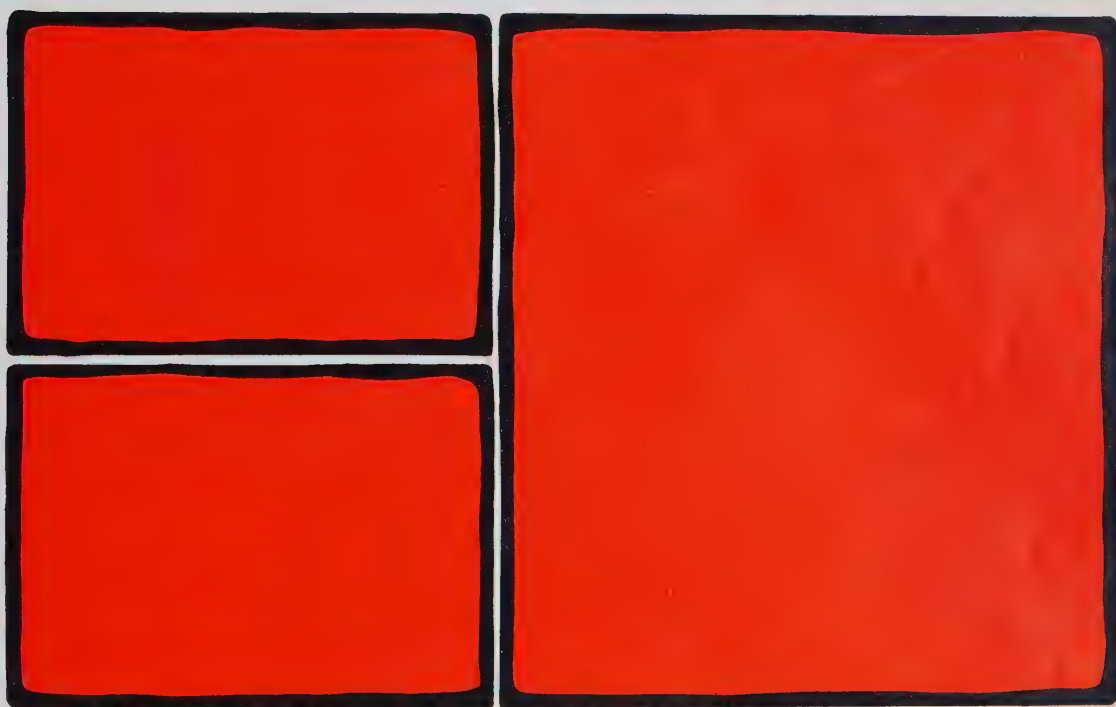
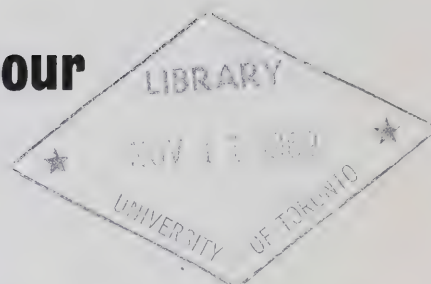
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Canada department of labour

# 1969 annual report



for the fiscal year ended march 31

*The New Corporate Symbol of the Canada Department of Labour*

– The symbol appearing on the cover comprises a logotype of the letters CL or Ct, standing for both Canada Labour and *Canada travail*. The second letter in addition resembles an arrow, representing the upward quest for betterment of the Canadian workers' working standards, benefits and industrial relations. The letter C partially encloses three profiles in outline, representing the three partners: labour, management and the federal government.



Canada department of labour

**1969**

**annual report**

for the fiscal year  
ended march 31





## CANADA DEPARTMENT OF LABOUR

340 Laurier Avenue West  
Ottawa 4, Ontario.

Minister of Labour .....	The Honourable Bryce Mackasey, M.P., P.C.
Executive Assistant .....	Arnold E. Masters
Special Assistants .....	Joseph P. O'Keefe
	François Côté
Private Secretary .....	Mrs. Julie Brusse
Parliamentary Secretary .....	James McNulty, M.P.

### PRINCIPAL OFFICERS

Deputy Minister .....	J.D. Love
Executive Assistant .....	Michael McDermott
Director, Task Force on Planning, Programming and Budgeting Systems .....	P.R. Parent

Deputy Minister's Staff Branches	
Departmental Solicitor .....	W.B. Davis
A/Director, Financial and Management Services .....	R.D. Blackburn
Director, Personnel Administration .....	Robert Bonnar
Director, Public Relations and Information Services .....	D.R. Monk

### LABOUR RELATIONS PROGRAM

Assistant Deputy Minister .....	Bernard Wilson
Director, Conciliation and Arbitration .....	W.P. Kelly
Director, Employee Representation .....	J.L. MacDougall
Director, Fair Employment Practices .....	G.G. Blackburn
Asst. Director, Labour-Management Consultation .....	K.P. DeWitt

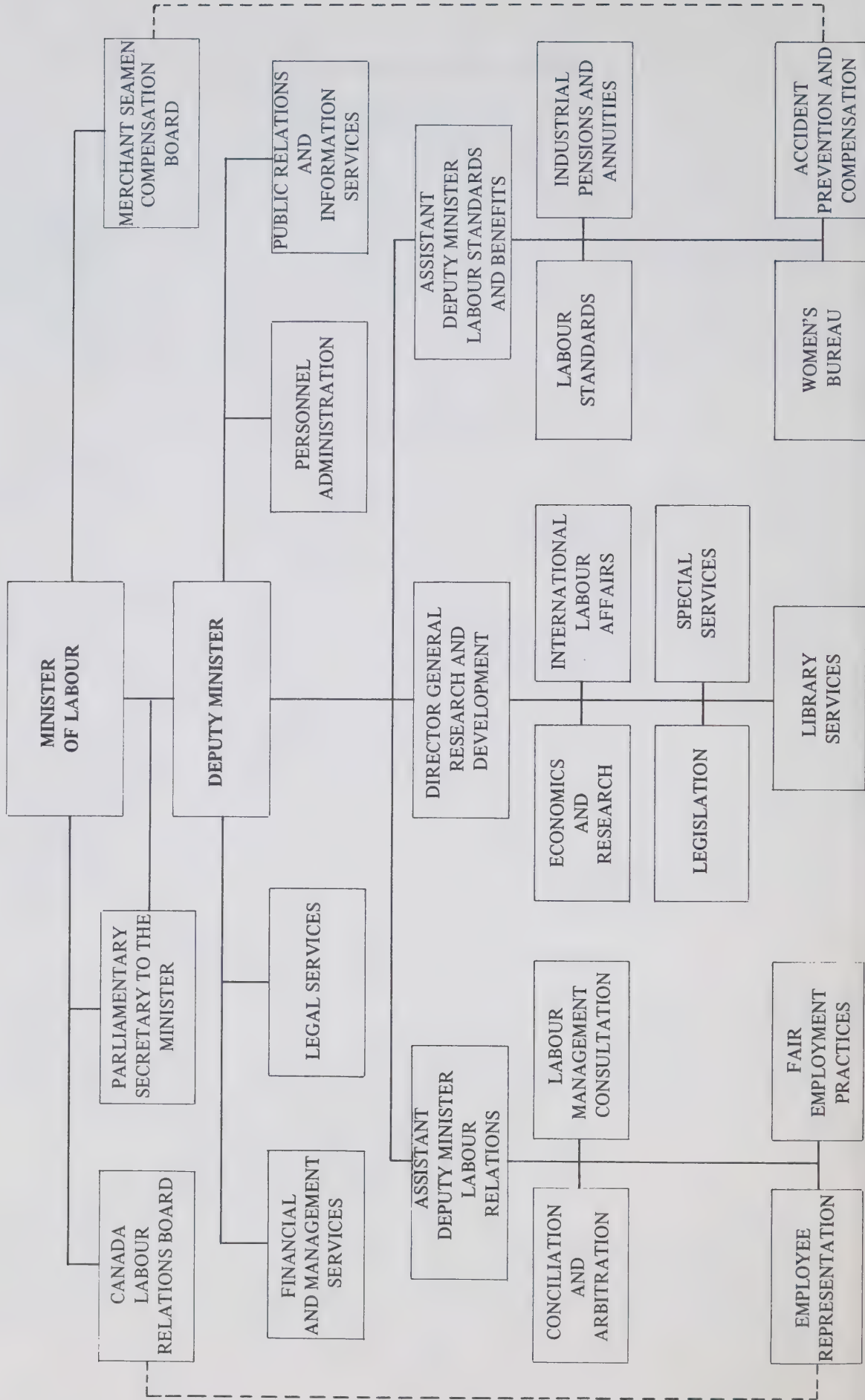
### LABOUR STANDARDS AND BENEFITS PROGRAM

Assistant Deputy Minister .....	J.-P. Després
Director, Labour Standards .....	B.H. Hardie
Director, Accident Prevention and Compensation .....	J.H. Currie
Director, Industrial Pensions and Annuities .....	F.M. Hereford
Director, Women's Bureau .....	Miss Sylva Gelber

### RESEARCH AND DEVELOPMENT PROGRAM

Director-General .....	Harry J. Waisglass
Director, Economics and Research .....	George Saunders
Director, International Labour Affairs .....	John Mainwaring
Director, Labour Legislation .....	Miss E. Lorentsen
Director, Library Services .....	James Whitridge

CANADA DEPARTMENT OF LABOUR  
PLAN OF ORGANIZATION



ACTS ADMINISTERED BY THE  
CANADA DEPARTMENT OF LABOUR

Department of Labour Act — Revised Statutes of  
Canada 1952, Chap. 72

Industrial Relations and Disputes Investigation  
Act — R.S.C. 1952, Chap. 152

Fair Wages and Hours of Labour Act — R.S.C.  
1952, Chap. 108

Canada Fair Employment Practices Act — S.C.  
1952/53, Chap. 19

Female Employees Equal Pay Act — S.C. 1956.  
Chap. 38

Government Annuities Act — R.S.C. 1952,  
Chap. 132

Government Employees Compensation Act —  
R.S.C. 1952, Chap. 134, amended by R.S.C.  
1952, Chap. 323; S.C. 1955, Chap. 33

Merchant Seamen Compensation Act — R.S.C.  
1952, Chap. 178, amended by S.C. 1952/53,  
Chap. 16; S.C. 1957, Chap. 9

Canada Labour (Standards) Code — S.C. 1964/65,  
Chap. 38

Canada Labour (Safety) Code — S.C. 1966/67,  
Chap. 62



## CANADA DEPARTMENT OF LABOUR

### OBJECTIVES

The Department has one overall objective, which is:

To achieve economic and social progress with justice through the promotion of good industrial relations and improved working standards and benefits.

To further this basic objective the Department's principal activities are designed to:

Protect the right to organize and to bargain collectively;

Settle industrial disputes and encourage co-operation between labour and management;

Establish and maintain fair standards of wages and working conditions;

Develop and carry out safety in employment programs and others directed toward the protection of workers and their social and economic security;

Achieve equality of job opportunity and safeguard human rights in matters affecting labour;

Provide research, statistical and information services in labour matters to unions, employers, government and the public;

Promote and participate in national and international tripartite consultation in matters affecting labour.

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# INTRODUCTION

During the 1968-69 fiscal year, the Canada Department of Labour acquired both a new Minister and a new Deputy Minister. The Honourable Bryce Mackasey, who from January 1966 to February 1968 had served as Parliamentary Secretary to the Labour Minister, became Minister of Labour on July 5, 1968. Formerly Assistant Secretary (Personnel) of the Treasury Board, J.D. Love was appointed Deputy Minister of Labour on November 28, 1968, succeeding Dr. George V. Haythorne, who left that post after seven years service to undertake the special assignment of preparing for the establishment of the Government's Prices and Incomes Commission.

Further steps were taken in implementing the program of "positive industrial relations" initiated during the previous year. Early in the most significant collective negotiations involving the major Canadian railways, the Department proposed mediatory services. As a result of the improving environment and a willingness on all sides to communicate, satisfactory and far-reaching settlements were obtained before the expiry dates of the railway contracts—an historic achievement.

It was a busy year for the Department's conciliation services. More disputes were referred to and settled by conciliation officers than in any other year since inception of the Industrial Relations and Disputes Investigation Act in 1948, and more cases settled by all means: conciliation officers, boards and post-conciliation mediation. In total, 132 disputes were settled without work stoppage; there were nine legal strikes. Of the 165 cases (28 carried over from the previous year) referred to conciliation officers, 105 were settled by the officers and three disputes lapsed, no further action being required.

Prominent among the settlements in which the Department's conciliators assisted were those in disputes between the Shipping Federation of Canada and the International Longshoremen's Association, between the Canadian Broadcasting Corporation and two unions, and between Air Canada and two unions, the dispute with the pilots' union being settled only hours before a strike deadline.

As a major step in its re-organization and modernization, the Department embarked on a new

management system, known as Management by Objectives, a sub-system of the Planning, Programming and Budgeting System for resource allocation. Principles were developed and discussed, and a Management by Objectives program was established in two branches as a six-month pilot project. Direction of the P.P.B. Systems Task Force was assigned to P.R. Parent, Director of Financial and Management Services.

An agreement signed during the year with the Nova Scotia Department of Mines provided that provincial mine inspectors will make federal safety inspections of the four collieries of the Cape Breton Development Corporation. Negotiations leading to similar agreements with all provinces were well advanced by the end of the year. The Department began the designation of provincial inspectors as safety officers authorized to do safety inspections on behalf of the federal government; by the end of the year approximately 250 provincial inspectors had been issued Safety Officer certificates.

The Canada Department of Labour took the lead in developing a program for the celebration in Canada in 1969 of the 50th Anniversary of the International Labour Organization. The International Labour Affairs Branch and the Public Relations and Information Services Branch were especially active, preparing background material for distribution to the press, radio, TV, and to union and industrial journals, and working closely with the Public Archives in developing a special exhibit and with the Post Office Department in launching a commemorative stamp on the ILO.

The Transitional Assistance Benefit Program was extended twice during the year. Originally due to expire on July 31, 1968, it was extended first to December 10, 1968, and then to June 30, 1970. Because workers will now be covered for a standard three-year period, benefits can now be drawn as late as June 1973. The TAB Program will in future be administered by the Director General of Research and Development, as the Special Services Branch, which had been administering it, was phased out of existence at the close of the year. This was the Branch that in the past had administered programs such as the Winter House Building



Incentive Program, the Municipal Winter Works Incentive Program, the Federal-Provincial Farm Labour Program and movements of workers between Canada and the United States, all of which programs have now ended.

Three Commissions of Inquiry were appointed under the Canada Labour (Standards) Code concerning (1) highway truck drivers employed by mail contractors of the Post Office Department, (2) navigation and shipping, including the operation of ships and transportation by ship from Lower St. Lawrence and East Coast ports, and (3) employees other than office personnel in the coal division of the Cape Breton Development Corporation. The first-named reported before year's end and recommended a further suspension of the operation of Part 1 (Hours of Work) of the Code; an Order was made, effective until June 30, 1971, that established special standards to be observed in the employment of Post Office highway truck drivers. At the end of the year, the railway industry was the only one still under deferment, pending a decision by the Minister.

Both the Legislation Branch and the Economics and Research Branch undertook research projects for the Prime Minister's Task Force on Labour Relations. The Task Force's report, "Canadian Industrial Relations," was tabled in the House on March 26, 1969.

The Labour-Management Consultation Branch sponsored two labour-management conferences during the year, the first, at Charlottetown, P.E.I., with 168 delegates, was on the theme "Communications in Labour-Management Relations" and the second, at Saskatoon, Sask., with 262 delegates, was on "Automation in the Printing Industry." The Saskatoon meeting was the first labour-management conference to be held on a specific industry. During the year, 226 new labour-management committees were organized, bringing the total to 2,486. Distribution of the Branch's publication, "Teamwork in Industry," now exceeds 40,000 each issue; there are 10 issues a year.

Activities of the Fair Employment Practices Branch increased. It handled 75 complaints of discrimination in employment or hiring compared with 43 in the 1967-68 fiscal year.

In line with its policy of continually assessing the effectiveness of established public information programs, the Public Relations and Information Services Branch contracted a public opinion and

attitude survey of a statistically representative group of 600 employed males over 21, in the 12 cities of Canada with more than 200,000 population. The resulting report was completed in the fall of the year. Replies to a Readership Survey for the Labour Gazette were tabulated and evaluated during the year, and arrangements were made for a survey of the readers of "Teamwork in Industry." The Branch launched a new annual publication, "Labour and Industrial Research in Canada: Progress Report," and a departmental staff magazine; this will be produced quarterly to keep the Department's employees fully informed of departmental programs, policies and operations.

To serve as a means of co-ordinating federal functions relating to women's employment, the new Director of the Women's Bureau initiated an Interdepartmental Committee on Women's Affairs consisting of representatives of the Department of Manpower and Immigration, the Department of National Health and Welfare, the Public Service Commission and the Treasury Board.

Enforcement activities under the Fair Wages legislation resulted in the collection of wages owed workers in the amount of \$83,132.15 from 165 contractors for distribution to 1,736 workers. An additional \$11,000 was collected as liquidated damages from 36 contractors for defaults in carrying out conditions set out in the Fair Wages and Hours of Labour Act.

During the year three senior officers retired on superannuation: H.S. Johnstone, Director of Labour Standards, in April; J.G. Fletcher, Director of Industrial Pensions and Annuities, in June; and G.W. Wilson, Director of Library Services, in January 1969. They were succeeded, respectively, by Banning H. Hardie, F.M. Hereford and James Whitridge. Miss Sylva Gelber of the Department of National Health and Welfare was appointed in October to the vacant post of Director of the Women's Bureau, and R.D. Blackburn was named, in November, as Acting Director of Financial and Management Services while the Director was heading the P.P.B. Task Force. In December G.L. Poulin, formerly of the Department of Secretary of State, was appointed Departmental Adviser on Bilingualism.

Further senior staff appointments were William D.M. Mathers as Assistant Director of Industrial Pensions and Annuities, J.F. Walsh as

Chief, Manpower Division, Personnel Administration Branch, and Charles Helmes as Chief, Financial Services Division, Financial and Management Services Branch.

At March 31, 1969 the man-year establishment was 889, including 26 casuals, but the Department was operating under a ceiling of 786 man-years, excluding casuals.

**COMPARATIVE STATEMENT BY OBJECTS OF EXPENDITURES**  
**1967-68 AND 1968-69**

	1967-68	1968-69
Personnel .....	\$ 7,563,988 (1)	\$ 8,360,795 (1)
Transportation and Communications .....	305,562	423,732
Information .....	432,605	386,229
Professional and Special Services .....	868,431	824,480
Rentals .....	37,030	28,359
Purchased Repair and Upkeep .....	413	1,417
Materials and Supplies .....	154,098	201,126
Acquisition of Equipment and Furnishings .....	23,904	50,846
All other Expenditures .....	485,763	260,426
Total Operating Expenditures .....	\$ 9,871,794	\$10,537,410
Grants, Contributions and Subsidies as detailed in the following tables .....	1,008,046	625,265
Total Expenditures	\$10,879,840	\$11,162,675

(1) Includes:

	<u>1967-68</u>	<u>1968-69</u>
Payments of Employment Injury Claims for Public Service Employees. ....	\$ 2,952,907	\$ 2,978,282
Contributions to Annuities Agents' Pension Account	35,000	—

**COMPARATIVE STATEMENT OF EXPENDITURES BY DEPARTMENTAL APPROPRIATIONS  
FOR 1967-68 AND 1968-69**

	1967-68		1968-69	
Minister of Labour — Salary and Motor Car Allowance	\$	\$ 17,000	\$	\$ 13,419
General Administration — including grants of \$10,000 to Frontier College, \$5,000 in 1967-1968 and \$8,000 in 1968-69 to Labour College of Canada and in 1967-68 only, \$5,000 to the World Conference on Labour Union Education .....		1,846,513(1)		1,894,616
Labour Relations Administration — including the promotion of labour-management consultation and administration of the Industrial Relations and Disputes Investigation Act, the Canada Fair Employment Practices Act and the Female Employees Equal Pay Act ....		1,318,779		1,227,150
Labour Standards and Benefits Administration — including administration of the Fair Wages and Hours of Labour Act, Government Annuities Act, Government Employees Compensation Act, Merchant Seamen Compensation Act, Canada Labour (Standards) Code, and Canada Labour (Safety) Code .....	2,089,248		2,457,014	
Payments of Compensation respecting Government Employees and Merchant Seamen .....	3,362,579	5,451,827	3,474,425	5,931,439
Research and Development Administration — including the co-ordination and advancement of Canada's role in international labour affairs, the development and co-ordination of departmental emergency plans, the administration of transitional assistance to workers in automotive manufacturing and parts industries and related activities .....	1,264,535		1,495,416	
Grants, Contributions and Subsidies .....	981,186	2,245,721	600,635	2,096,051
<b>Total Expenditures</b>		<b>\$10,879,840</b>		<b>\$11,162,675</b>

(1) Includes \$81,123 for library services which is costed to the Research and Development Program.



**1968-69 STATEMENT OF EXPENDITURES BY PROGRAMS AND ACTIVITIES**  
**Program: General Administration**

	Minister's Office	Deputy Minister's Office	Personnel Adminis- tration	Public Re- lations and Information Services	Financial and Management Services	Total Program
	\$	\$	\$	\$	\$	\$
Personnel .....	100,127	141,548	180,067	379,268	692,586	1,493,596
Transportation and Commu- nications .....	18,545	8,144	12,443	17,262	23,686	80,080
Information .....	65	221	457	155,567	1,832	158,142
Professional and Special Services .....	—	—	4,924	37,451	16,561	58,936
Rentals .....	27	—	—	600	14,366	14,993
Purchased Repair and Up- keep .....	—	—	—	—	1,417	1,417
Materials and Suppliers ...	7,221	5,010	6,228	20,405	24,522	63,386
Acquisition of Equipment and Furnishings .....	5,470	3,482	3,493	1,054	3,063	16,562
Grant to Frontier College ..	—	10,000	—	—	—	10,000
Grant to Labour College of Canada .....	—	8,000	—	—	—	8,000
All other Expenditures ...	395	1,528	10	760	230	2,923
Total	131,850	177,933	207,622	612,367	778,263	1,908,035

# 1968-69 STATEMENT OF EXPENDITURES BY PROGRAMS AND ACTIVITIES

## Program: Labour Relations

	Assistant Deputy Minister's Office	Conciliation Services	Labour-Management	Employee Representation	Fair Employment Practices	Total Program
	\$	\$	\$	\$	\$	\$
Personnel .....	36,399	269,569	304,360	88,158	46,991	745,477
Transportation and Communications .....	1,212	30,142	61,428	10,079	13,955	116,816
Information .....	—	3,526	44,015	789	64,324	112,654
Professional and Special Services .....	—	—	200	14,861	—	15,061
Materials and Supplies ....	116	5,582	7,944	2,392	1,632	17,666
Acquisition of Equipment and Furnishings .....	—	2,935	6,453	40	306	9,734
All other Expenditures ...	25	179,252	4,172	25,813	480	209,742
Total	37,752	491,006	428,572	142,132	127,688	1,227,150

**1968-69 STATEMENT OF EXPENDITURES BY PROGRAMS AND ACTIVITIES**  
**Program: Labour Standards and Benefits**

	Assistant Deputy Minister's Office	Labour Standards	Women's Bureau	Industrial Pensions and Annuities	Accident Prevention and Com- pensation	Total Program
	\$	\$	\$	\$	\$	\$
Personnel . . . . .	32,970	579,259	24,213	803,138	488,830	1,928,410
Transportation and Commu- nications . . . . .	1,438	88,775	3,170	20,060	60,299	173,742
Information . . . . .	—	6,063	43,578	2,730	11,953	64,324
Professional and Special Services . . . . .	—	—	—	68,781	121,746	190,527
Rentals . . . . .	—	—	—	12,664	—	12,664
Materials and Supplies . . . .	996	18,585	2,135	22,537	15,572	59,825
Acquisition of Equipment and Furnishings . . . . .	336	7,811	2,304	598	6,458	17,507
All other Expenditures . . . .	59	9,427	35	69	425	10,015
Total Operating Expen- ditures . . . . .	35,799	709,920	75,435	930,577	705,283	2,457,014
Payments of Compensation respecting Government Em- ployees and Merchant Seamen . . . . .	—	—	—	—	3,474,425	3,474,425
Total	35,799	709,920	75,435	930,577	4,179,708	5,931,439

# 1968-69 STATEMENT OF EXPENDITURES BY PROGRAMS AND ACTIVITIES

## Program: Research and Development

	Director General's Office	Economics and Research	Labour Legislation	International Labour Affairs	Special Services	Library	Total Program
	\$	\$	\$	\$	\$	\$	\$
<b>Administration</b>							
Personnel . . . . .	33,493	731,790	108,139	223,832	43,853	73,853	1,215,030
Transportation and Communications . . .	1,992	32,509	2,323	13,934	1,231	1,105	53,094
Information . . . . .	—	44,598	5,292	245	616	358	51,109
Professional and Special Services . . . . .	14,066	52,674	2,690	1,013	—	—	70,443
Rentals . . . . .	—	702	—	—	—	—	702
Materials and Supplies . . . . .	1,200	41,030	2,877	3,289	380	11,473	60,249
Acquisition of Equipment and Furnishings . . . . .	—	4,825	141	784	—	1,293	7,043
All Other Expenditures . . . . .	158	263	81	37,244	—	—	37,746
<b>Sub Total</b>	<b>50,909</b>	<b>908,391</b>	<b>121,543</b>	<b>280,341</b>	<b>46,080</b>	<b>88,152</b>	<b>1,495,416</b>
<b>Grants, Contributions and Subsidies</b>							
Transitional Assistance Benefits to Workers in the Automotive Manufac- turing and Parts Industries . . . . .	—	—	—	—	359,355	—	359,355
To the International Institute of Labour Studies including Grants to Canadian Scholars to Work at the Institute . . .	—	—	—	50,000	—	—	50,000
To International Advanced Training Centre at Turin, Italy . . . . .	—	—	—	50,000	—	—	50,000
Grants for Special Research Studies in the Labour Field . . . . .	—	89,280	—	—	—	—	89,280
Winter Housebuilding Incentive Program (undercharges com mitments) . . . . .	—	—	—	—	52,000	—	52,000
<b>Sub Total</b>	<b>—</b>	<b>89,280</b>	<b>—</b>	<b>100,000</b>	<b>411,355</b>	<b>—</b>	<b>600,635</b>
<b>Total</b>	<b>50,909</b>	<b>997,671</b>	<b>121,543</b>	<b>380,341</b>	<b>457,435</b>	<b>88,152</b>	<b>2,096,051</b>



## DEPUTY MINISTER STAFF BRANCHES

### PLANNING, PROGRAMMING AND BUDGETING SYSTEMS

#### Task Force

In October 1968, a task force was instituted under the direction of Mr. P.R. Parent, Director of Financial and Management Services, to study existing planning and budgeting procedures and to recommend ways and means of adopting within the Department an effective Planning, Programming, Budgeting System for resource allocation. Its specific task is

- (a) the determination of specific objectives at all activity levels directed toward the Department's main objective,
- (b) to undertake a systematic analysis to clarify objectives at any sub-activity level and to assess alternative ways of meeting these through cost-benefit analysis,
- (c) to identify criteria that could be used for the drawing up of plans of achievement year by year for each activity or program,
- (d) to propose an information system for each activity or program to supply data for the monitoring of achievement of program goals,
- (e) to assess present activities and their relationship to departmental objectives and to recommend appropriate action,
- (f) to assess the adequacy of present resources in relation to activity objectives and recommend future resource requirements over a five-year period, giving various alternative proposals using cost-benefit principles to assist in decision making,
- (g) to recommend the structure of an organization in the Department to provide continuous evaluation of objectives and program content consistent with the Department's role set out in legislation,
- (h) to perform other related tasks that will contribute to the adoption of a sound planning, programming, budgeting system within the Department.

An economist, a management analyst and a personnel officer, with two support staff, were

assigned to assist the Task Force. It began work on November 15, 1968, and a tentative data for completion of the assignment in July 1970.

### FINANCIAL AND MANAGEMENT SERVICES

The continuing primary objective of the Branch is to provide financial and management support and advisory services to the Department.

To achieve this objective the Branch carries on four distinct functions.

#### Financial Services

The main objective of this Division is to develop, implement and maintain suitable accounting and budgeting systems and procedures and provide advice and guidance to assist departmental management in controlling and allocating resources and attaining program objectives. In the first quarter of 1968-69 the Division developed and implemented initial budgeting control procedures to meet the requirements of management. Further refinements of this system will continue in the 1969-70 year along with improvements in the Department's management reporting systems.

#### Office Services

This Division, which consists of four Sections - Accommodation and Communications; Materiel Services; Records Management, including Mail and Messenger Services; and Transcribing Services - is responsible for providing general office support services to all branches of the Department.

*Accommodation* - Alterations within the Sir Wilfrid Laurier Building, to allow the reallocation of the Department of Labour, were completed in April 1968.

*Materiel Services* - Discussions with the Department of Defence Production led to the adoption, by the Department, in August, of a centralized supply service administered by the Department of Defence Production. The adoption of this system enabled the Department of Labour to

reduce its holdings of stationery, etc., to nil, and to release a further 3,000 square feet of warehouse space. This new system enabled ordering offices, both within the headquarters and field organizations, to demand certain specified office supplies directly from the Department of Defence Production.

*Records Management* – In the file conversion program, new file systems were introduced to Fair Employment Practices Branch, Legislation Branch, and Conciliation and Arbitration Branch.

Schedules for a further 25 per cent of the departmental records were approved through the Departmental Committee on Records Scheduling and should be completed in 1969.

*Transcribing Services* – Under co-ordinated services, and operating on a system of work measurement, this Section provides typing, machine transcription, stenographic, and photocopy services to all branches of the Department. It also acts as a training ground for junior personnel, and provides trained and experienced secretaries, on a temporary and permanent basis to all branches.

### **Data Processing**

This Division is responsible for providing the Department with electronic computing and data processing services.

In the last quarter of the year plans for the re-organization of the Data Processing Division were finalized. The proposed re-organization plan established two operating sections; the Data Control Section and the Systems Analysis and Programming Section.

The Programming and Analysis Section is responsible for providing a computer systems analysis and programming service for mass data applications, within the Department, to be processed on the IBM#360/65 system of the Central Data Processing Bureau.

The Data Control Section utilizes key punch and unit record resources and is responsible for the planning, scheduling, direction and co-ordination of operational program applications of the Department to be processed on the IBM 360/65 system at the Central Data Processing Bureau.

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*Records Management* - In the file conversion program, new file systems were introduced to Fair Employment Practices Branch, Legislation Branch, and Conciliation and Arbitration Branch.

Conversion of a further 25 per cent of the departmental records were approved through the Departmental Committee on Records Scheduling and should be completed in 1969.

Plans for the conversion of Annuity programs to the IBM 360/65 computer were delayed in 1968-69 due to the lack of trained staff.

With the re-organizing of the Division of the emphasis on recruitment programs for qualified staff, completion of the conversion of the annuity program plus other program application objectives should be achieved.

### **Management Improvement**

The main objective of the Division is to provide the Department with a management improvement staff advisory capability for the development and implementation of efficient and economical work methods.

In the last quarter of 1968-69 the Division, with limited staff resources, embarked on its first project in participation work improvement (work simplification) in the Industrial Pensions and Annuities Branch.

In 1969-70 the Division plans to further extend the identification of assignment areas in order to determine and plan for the service capability required within the Unit.

### **PERSONNEL ADMINISTRATION**

The Personnel Administration Branch's main objective is to provide service to departmental management for the achievement of the objectives of the department through the optimum utilization of manpower resources. In this role, it attempted to carry out normal support and advisory services, and it also became involved in a number of new departmental programs during the year.



A highlight was the development and discussion of principles for a new management system, to be known as Management By Objectives, operating as a sub-system of Planning, Programming and Budgeting. These principles were the central theme for a series of new management seminars and supervisory training courses undertaken with all management personnel at headquarters resulting in the decision to establish a program of Management By Objectives, as a six-month pilot project, in two departmental branches, Labour Standards and Public Relations and Information Services.

Discussion of communications continued in all departmental training activities and a committee of officers from five branches in Vancouver was established, on an experimental basis, as a means of improving internal communications in the field.

Early in the year, the Deputy Minister signed a Memorandum of Understanding with the Secretary of the Treasury Board whereby the Department was authorized to classify positions in designated occupational groups. This new authority accelerated the job evaluation process by a panel of 15 departmental managers who were provided with special training and experience opportunities by the Classification and Pay Division. In all, the Department made 124 position classification decisions during the year, another 62 decisions were obtained from the Treasury Board, and 104 positions were evaluated and converted under the government-wide classification conversion program undertaken to prepare for collective bargaining in the public service.

The Deputy Minister also entered into a Memorandum of Understanding with the Chairman of the Public Service Commission to authorize the Department to exercise the full appointment authority of the Public Service Employment Act in a number of occupational groups. Special training arrangements were undertaken to ensure that departmental officers were qualified to assume these new, additional responsibilities.

Bargaining agents were certified to represent substantial numbers of departmental employees during the year, representing a new regime of employer-employee relationships. One collective agreement dealt with a very small number of departmental employees but the signing of other agreements covering the majority of the Department was imminent at the close of the year. Preparations were completed for appropriate training of management personnel in the administration

of these agreements.

A Departmental bilingual adviser was appointed near the end of the year and immediately commenced the development of short and long range plans to assist the Department in the implementation of government policy on bilingualism. Twenty-four per cent of departmental staff claim to be bilingual and 20 employees attended courses offered by the Public Service Commission's Bureau of Languages in both French and English.

## **PUBLIC RELATIONS AND INFORMATION SERVICES**

The Branch continued to provide, to the extent of its resources, a normal range of information services to the Department as a whole and in specialized support of individual programs. The main policy concern of the Branch, however, was to continue its review and reassessment of the effectiveness of its various established programs of public information and to identify as precisely as possible where improvements were required.

In line with this policy, efforts were made during the year to assess public opinion and attitude both on a general and specific scale. The highlight of these efforts was the completion of a survey of a statistically representative group of 600 employed males over 21 years of age, located in the 12 Canadian cities of over 200,000 population. Carried out, under contract with an independent agency, the resulting report, "A Study of Canadian Public Attitudes Toward the Role of Government in Labour Relations," contains much information of potential value.

A readership survey was also completed for the Labour Gazette (*Gazette du Travail*) for the first time in its 68-year history. Toward the end of the year, arrangements had been completed for a survey of the readers of "Teamwork in Industry" (*Travail d'Equipe dans l'Industrie*) published by the Branch 10 times a year on behalf of the Labour-Management Consultation program.

Two new publication items were introduced by the Branch during the year. "Labour and Industrial Relations Research in Canada — A Progress Report" was the result of close collaboration between the Branch and the Economics and Research Branch. Proposed as an annual, this report is designed to provide those engaged in industrial relations research, anywhere in Canada, with a general review publication to improve

communication within that highly specialized community. Response to this first edition is most heartening and it is expected this contribution by the Department to better communications will prove to be significant.

Also published for the first time was "Dialogue," the Department of Labour house organ to be issued four times a year.

During the last quarter of the year, a study was started toward a complete graphic redesign of Departmental periodicals, publications series, stationery, etc.

Beyond the normal Branch workload, a number of special requirements were met during the year. The most significant was the heavy involvement of the Branch in developing a Canada-wide program for the celebration in 1969 of the 50th Anniversary of the International Labour Organization. Special background materials were prepared on the history and contributions of the ILO and Canada's role, for distribution to press, radio, TV and union and industrial journals. The Branch also worked closely with the National Archives in the development of a special exhibit and display of sculpture on the ILO and Canadians at work, and with the Post Office Department in the launching of the special ILO postage stamp. The Branch was involved also in providing information to the Task Force on Information Services which carried out extensive research into federal government information operations during the fiscal year. One information officer of the Branch was seconded to the Task Force research staff for a period of six weeks.

In addition to absorbing the extra workload of these special activities the Branch's staff participated in training programs. A total of 140 man-days was devoted to training during the fiscal year, 74 man-days on French language courses and 66 man-days on management and supervisory courses and skill-improvement training.

Special national promotional campaigns were carried out through the media during the year on behalf of the Fair Employment Practices Branch (Know Your Rights), the Accident Prevention and Compensation Branch (New Safety Regulations, Nova Scotia coal miners), and the Women's Bureau (Equal Pay for Equal work).

Exhibition and display activity was at a new high with the main Departmental Exhibit appear-

ing at the Canadian Labour Congress Biennial Convention at Toronto in May 1968; the Confederation of National Trade Unions Conference in Quebec City in October; and the B.C. Federation of Labour Convention in Vancouver in November. In addition, 14 portable tabletop displays were produced for the use of Labour-Management Consultation officers in the field, plus a variety of specialized display units for Fair Employment Practices officers.

Efforts continued toward establishing a viable National Industrial Relations Film Library and three planning meetings were held with representatives of the Canadian Labour Congress, Confederation of National Trade Unions, Canadian Manufacturers' Association and the National Film Board. Concurrently a complete review of all the subjects held by the Industrial Preview Library was completed and 650 outdated items removed from circulation.

Two major film productions, "The Challenge of Change" and "A Matter of Survival," were reaching the final stages of production by the end of the year and should be in circulation by the fall of 1969.

There was considerable activity toward the general improvement of the Labour Gazette (*Gazette du Travail*) during the year. To increase production efficiency, particularly in connection with illustrative material, a new printing method was adopted with the April 1968 issues. Also a new editorial policy was introduced during the year whereby the Editor was empowered to solicit special items for the Gazette from outstanding industrial relations experts outside of the Department. The combined circulation for the English and French editions of the Labour Gazette rose during 1968-69 to a new monthly average high of 15,816.

Media relations activity continued apace. One hundred and eighty-five bilingual press statements on a wide variety of Departmental activities were released. In addition, a number of feature articles appeared in the media on such programs as economics and research, and labour-management consultation. A very special and heavy load of media liaison was carried during the latter half of the year in connection with the 50th Anniversary celebrations of the International Labour Organization.



# LABOUR RELATIONS

## CONCILIATION AND ARBITRATION

### Conciliation Services

The disputes making most demands on the Department's conciliation services were those affecting airline, broadcasting, grain elevator, long-shoring, railway and seaway operations.

*Airline Operations* — A conciliation board was established by the Minister of Labour in April 1968 to hear a dispute between Air Canada and the Canadian Air Line Pilots' Association. The chairman of the board was Maxwell Cohen, Dean of the Faculty of Law at McGill University. The report of the conciliation board was received by the Minister in August. The members of the board made different recommendations on wages. The chairman recommended a total increase of 16 per cent over a two-year period. The report was rejected by both parties. A strike vote was taken by the union and a strike was set for August 29, 1968.

The parties continued negotiations and a few hours before the strike deadline a settlement was reached. The new agreement provided for a 17 per cent wage increase on the basis of 10 per cent for the first 15 months and the remaining 7 per cent for a year from July 1, 1969. There were also several important improvements in working conditions and fringe benefits. Some 1,100 pilots were affected.

In a dispute affecting Air Canada and the Canadian Air Line Employees' Association, the Minister appointed Judge René Lippé of Montreal, in October 1968, as chairman of a conciliation board. The report of the board was received in November but it made no recommendations on the issues in dispute. On December 2, the Minister sent telegrams to Judge Lippé, the board members and the parties, in which he instructed the chairman to reconvene the conciliation board to make a further report containing recommendations on the principal economic and non-economic issues. Through such action, the original report was considered not to have been received by the Minister until the second report was made. Judge Lippé, however, became ill and was ordered by his doctor not to continue his work on the board.

The Minister appointed T.C. O'Connor of

Toronto, as chairman to replace Judge Lippé. Mr. O'Connor opened hearings on December 6 in Toronto, and these continued until December 8. The board adjourned on December 9 and began hearings in Montreal on December 10. The day before the board met, the union implemented a work-to-rule slowdown.

The board held continuous sessions beginning on Tuesday, December 10. On Wednesday, after all-night negotiations, the talks arrived at an impasse, and the Minister entered the dispute at about 2.30 a.m. on Thursday. After around-the-clock negotiations — led by the Minister — a settlement was reached in the early hours of Saturday, December 14. The Minister was assisted by the Assistant Deputy Minister (Labour Relations) and the conciliation officer who acted earlier in the dispute. Some 2,200 employees were affected.

*Broadcasting Operations* — A conciliation board was established to deal with a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians. The board was fully constituted by the Minister when he appointed His Honour Judge Walter Little of Parry Sound, Ontario, in August 1968, as chairman.

Several hearings of the board were held during September and October. The report of the board was received by the Minister on October 22. Because it contained no findings and recommendations, the Minister requested that Judge Little reconvene the board and make a further report, including recommendations on the principal economic and non-economic issues connected with the dispute.

The parties entered into hard bargaining before the board and, on December 12, it produced a unanimous report for the Minister. The report recommended cumulative wage increases of: 7 per cent effective July 1, 1968; 6 per cent on July 1, 1969; and 6 per cent on July 1, 1970. The term of the agreement was to be for a period of three years from July 1, 1968 to June 30, 1971.

The board also made recommendations on other issues.

The board's report was generally acceptable to the corporation and the union, but further discussions broke down on five items, including the application of retroactive wage adjustments. Mediation services were provided by the Assistant Deputy Minister of Labour, assisted by the Department's conciliation officer who had acted earlier in the dispute. All of the outstanding issues were settled, and the parties agreed to enter into a new collective agreement that would implement the specific and general recommendations of the board.

A Memorandum of Agreement was signed on January 16, 1969, between the Canadian Broadcasting Corporation and the Canadian Union of Public Employees. The agreement, which was later ratified, was brought about by the Department's conciliation officer in the dispute, who conducted around-the-clock conciliation and secured an agreement between the parties after strenuous sessions lasting until the early hours of the morning. The settlement terms provide for a two-year agreement from January 1, 1968, and a total wage increase of about 14 per cent. 1,800 production workers were affected.

The dispute between the Canadian Wire Service Guild and the Canadian Broadcasting Corporation was before a conciliation board which did not formally meet. A settlement was reached by the parties themselves in direct negotiations which affected about 150 news service employees. The new agreement provided wage increases of 7 and 6 per cent over a period of two years.

Some 45 TV watchmen in Montreal represented by the National Association of Broadcast Employees and Technicians ratified a Memorandum of Settlement signed between the union and the Canadian Broadcasting Corporation in January 1969. A conciliation board under the chairmanship of Judge Walter Little of Parry Sound had previously dealt with the dispute. The settlement provided wage increases of 7 and 6 per cent over two years.

A conciliation officer arranged a settlement in a dispute between the Canadian Broadcasting Corporation and the Building Service Employees International Union. About 100 employees were involved in the settlement, which provided wage increases similar to those outlined above.

To deal with a dispute between the Canadian Broadcasting Corporation and the Association of

Radio and Television Employees of Canada, the Minister established a conciliation board. He appointed Harry Arthurs of Osgoode Law School, as chairman in December 1968.

Hearings of the board were held throughout the months of January and February 1969, and the report was received by the Minister on March 4. The report was signed by the chairman on behalf of the other board members. No recommendations were made on the main issue of the wage increase.

Following the release of the report of the board, the parties entered into direct negotiations and when they reached an impasse, the Minister appointed two of the Department's conciliation officers as mediators. The mediators entered the dispute immediately and conducted intensive meetings with both parties. Late in the evening of March 19, the Minister intervened in the negotiations and after being briefed by the mediators, he made exhaustive efforts to find a compromise solution acceptable to both sides. In the early hours of the next morning an agreement was reached and a Memorandum of Settlement was signed. The terms of settlement provided a wage increase of 10 per cent retroactive to April 1, 1968, and a further increase of 7 per cent effective April 1, 1969. The agreement was for a period of two years from April 1, 1968. Some 2,200 employees were affected.

*Grain Elevator Operations* — In May 1968, the Minister appointed R.A. Gallagher, Q.C. of Winnipeg, as chairman of a conciliation board which had been established to deal with a dispute between 10 terminal elevator companies at the Lakehead and the Brotherhood of Railway, Airline and Steamship Clerks. The report of the board was received by the Minister on July 2, 1968. On the issue of wages the chairman recommended 70c an hour over two years. The other two members of the board made different recommendations on the wage increase.

Further direct negotiations between the parties were unsuccessful and the union commenced a strike on July 18. On July 29, the Minister appointed the Chief Conciliation Officer, Western Region, as mediator to bring the parties together in a further effort to settle the dispute. He met constantly with the parties in Port Arthur throughout the month of August and early September. After the mediator reported that negotiations had broken off, the Minister announced on September 6 that he had requested the executives of the companies and the union to meet with him



and members of his Department in Ottawa on September 9.

After marathon mediation sessions conducted by the Minister, the Director of the Conciliation and Arbitration Branch, and the Chief Conciliation Officer, Western Region, an agreement was reached in the early morning hours of September 12, terminating the strike. The Memorandum of Settlement provided a wage increase of \$1.05 an hour over a three-year period from January 1, 1968 to July 1, 1970, and an agreement to take other issues to arbitration — among them, uniform wage classifications and the impact of technological and operational changes.

*Longshoring Operations* — In the dispute affecting the Shipping Federation of Canada and the International Longshoremen's Association, the conciliation board under the chairmanship of Judge Allan B. Gold continued its work during the year. An interim agreement signed by the parties in March 1968 provided that the board render decisions on questions arising out of the amendments to the collective agreements contained in the recommendations of the Picard Report. The agreement also provided that the mandate of the board was extended to March 31, 1969.

Several weeks before the end of the year, the board brought the parties together in an effort to conclude new collective agreements. Extensive and strenuous negotiations continued over the Easter weekend with the Minister and Judge Gold extending every effort to bring about an agreement. In the early hours of the morning of April 8, a three-year agreement was signed between the parties thereby averting the threat of a strike.

The new agreement, which covers the ports of Montreal, Trois-Rivières and Quebec City and affects some 4,000 longshoremen, provided a total wage increase of \$0.85 an hour which would raise the basic rate of \$3.75 an hour to \$4.60 in 1971. A technological displacement fund was established to be administered by a committee of union, employer and government representatives. The union dropped its demands for restrictions on the use of containers as well as its proposal for a two-shift system to replace the prevailing one-shift operation.

*Railway Operations* — Settlements were reached between the major Canadian railways and the railway unions through a new preventive mediation service conceived by the Minister who felt that mediation should be introduced early into the disputes in order to avoid protracted negotia-

tions. These disputes in past years had led to strikes or threats of strikes and resulted in legislative action by Parliament. The new plan included the use of the mediation services of the Director of the Conciliation and Arbitration Branch who successfully brought about settlements in these disputes which involved the major Canadian railways and the associated non-operating railway unions, the shopcraft unions and the United Transportation Union (formerly the Brotherhood of Railroad Trainmen).

The Director entered into the dispute affecting the associated non-operating railway unions and the railways in early December and a settlement was achieved on December 23, 1968. The dispute affecting the railways and the shopcraft unions was settled in January and the dispute affecting the United Transportation Union, in March. The terms of settlement provided two-year agreements effective January 1, 1969, with wage increases totalling 13 per cent. Included in the terms of settlement were improved vacations; improved health and welfare plan, with the companies bearing the full cost; and an important clause in the agreements to cover job security.

*Seaway Operations* — In the dispute between the St. Lawrence Seaway Authority and the Canadian Brotherhood of Railway, Transport and General Workers, a conciliation board was fully constituted with the appointment of His Honour Judge J.C. Anderson of Belleville as chairman. Judge Anderson was appointed by the Minister in March 1968. Hearings of the board began in early April and on May 30, the Minister received the report of the board. The report included a tentative agreement on all issues with the exception of a wage increase and the term of the agreement. Judge Anderson recommended wage increases of 6 per cent, retroactive to January 1, 1968, and a further 6 per cent effective a year later. The company nominee to the board agreed with this recommendation but the union nominee dissented and recommended two increases of 9 per cent spread over two years.

The Seaway Authority in considering the report believed that a settlement of the dispute on the basis of the majority recommendation must take into account the reaction of the union. The union rejected the majority recommendation of the two 6 per cent pay increases, and voted for strike action.

In further negotiations, the parties reached an impasse and the union began its strike at 8.00 a.m. on June 21. After the strike had continued about

three weeks, the Minister, at the request of the union, arranged a meeting of the parties. The meeting took place on July 5 and was attended by W.J. Smith, National President of the Union, and Dr. Pierre Camu, President of the Authority. W.P. Kelly was also present at the meeting, which was for the purpose of clarification of positions only, as the negotiating committees were not present.

The following week a further meeting of the parties was arranged with Mr. Kelly acting as mediator. The mediation session, with full negotiating committees present, commenced at 3.00 p.m. on July 12, and continued the next day. Nineteen proposals and counter-proposals were dealt with exhaustively before agreement was finally reached on Saturday, July 13.

The wage settlement, based on a three-year agreement, was: 7 per cent effective November 1, 1967; 6½ per cent effective January 1, 1969; 5½ per cent effective January 1, 1970.

The agreement was ratified on Sunday, July 14 and the strike terminated. Ships began moving through the Seaway late that evening.

*Conciliation Proceedings during year — Con-*

ciliation proceedings under the Industrial Relations and Disputes Investigation Act directly affected 188,297 employees. Conciliation officers effected settlements in 105 of 165 labour-management disputes referred to them; 28 of the 165 disputes had been carried over from the previous year. Conciliation officers were unable to arrange settlement of 28 disputes and recommended the appointment of conciliation boards. Three disputes lapsed and there was one legal strike. There were 28 disputes in the hands of conciliation officers at the close of the year.

Conciliation boards were appointed to deal with 28 disputes. In addition 12 conciliation boards were appointed in the previous year but whose proceedings carried over. In 24 of the 40 disputes, settlements were obtained on the basis of the boards' reports and in post-conciliation negotiations, or through Departmental mediation services. Eight disputes were not settled and legal strikes occurred; eight disputes were still in the hands of conciliation boards at the close of the year.

No Industrial Inquiry Commissions were appointed during the year.



**Conciliation Proceedings Under the Industrial Relations and Disputes Investigation Act,  
by Disposition of Cases, for Fiscal Year 1968-69 and from Inception\* of the Act**

	1968-69		From Inception to March 31, 1969	
	Number of Disputes	Number of Workers Directly Affected	Number of Disputes	Number of Workers Directly Affected
Disputes being dealt with by conciliation officers at beginning of period .....	28	2,930	—	—
Disputes referred to conciliation officers .....	137	152,198	1,516	1,048,154
<b>Total</b>	<b>165</b>	<b>155,128</b>	<b>1,516</b>	<b>1,048,154</b>
Disputes settled by conciliation officers .....	105	124,342	990	366,961
Disputes not settled by conciliation officers .....	29	22,556	462	670,141
Disputes which lapsed; no further action required .....	3	106	36	2,928
Disputes being dealt with by conciliation officers at end of period .....	28	8,124	28	8,124
<b>Total</b>	<b>165</b>	<b>155,128</b>	<b>1,516</b>	<b>1,048,154</b>
Disputes being dealt with by conciliation boards at beginning of period .....	12	10,640	—	—
Disputes in which parties were considering conciliation board recommendations at beginning of period .....	—	—	—	—
Disputes referred to conciliation boards .....	28	22,529	476	1,502,699
<b>Total</b>	<b>40</b>	<b>33,169</b>	<b>476</b>	<b>1,502,699</b>
Disputes settled by conciliation boards .....	24	21,274	353	1,013,787
Disputes not settled by conciliation boards .....	8	3,935	98	480,376
Disputes which lapsed; no further board action required .....	—	—	17	576
Disputes in which parties were considering conciliation board recommendations at end of period .....	—	—	—	—
Disputes being dealt with by conciliation boards at end of period .....	8	7,960	8	7,960
<b>Total</b>	<b>40</b>	<b>33,169</b>	<b>476</b>	<b>1,502,699</b>

\* September 1, 1948

**Conciliation Proceedings Under the Industrial Relations and Disputes Investigation Act, by Disposition of Cases,  
for Fiscal Years Beginning April 1, 1949 to the Fiscal Year Ending March 31, 1969**

Fiscal year ending March 31	(1)*	(2)	(3)	(4)	(5)*	(6)	(7)	(8)	(9)	(10)	(11)
	Cases referred to officers	Handled to finality by officers	Settlements by officers	%	Disputes referred to boards	Handled to finality by boards	Settlements by boards and post conciliation mediation without work stoppage	%	Total settlements by officers, boards and post conciliation mediation without work stoppage	Legal strikes	Overall % of settlements without work stoppage
1950	34	28	15	54	18	12	11	92	26	1	96%
1951	44	38	19	50	21	12	9	75	28	3	90%
1952	46	37	18	49	35	20	19	95	37	1	97%
1953	63	55	32	58	37	25	24	96	56	1	98%
1954	66	55	37	67	30	25	23	92	60	2	97%
1955	80	74	48	65	30	12	10	83	58	2	97%
1956	53	49	31	63	38	23	17	74	48	6	89%
1957	60	51	32	63	40	31	25	81	57	6	90%
1958	117	88	53	60	44	23	22	96	75	1	99%
1959	108	88	63	72	44	30	24	80	87	6	94%
1960	106	91	72	79	36	28	27	96	99	1	99%
1961	82	70	52	74	27	15	13	87	65	2	97%
1962	90	76	51	67	40	25	21	84	72	4	95%
1963	79	68	51	75	32	23	18	78	69	5	93%
1964	81	59	46	78	23	15	13	87	59	2	97%
1965	115	86	65	76	32	21	17	81	82	4	95%
1966	134	104	68	65	46	31	25	81	93	6	94%
1967	128	100	72	72	47	40	29	73	101	11 <sup>1/</sup>	90%
1968	142	114	80	70	36	24	19	79	99	5	95%
1969	165	137	108	79	40	32	24	75	132	9	94%

\* Columns 1 and 5 include cases carried over from previous year and cases pending.

<sup>1/</sup> Includes the national railway strike which involved 5 separate disputes heard before 5 conciliation boards, but was only one strike involving all unions concerned.

## Other Proceedings

*Applications for Consent to Prosecute* — The Minister received during the year 11 applications for consent to prosecute under Section 46 of the Act. One was granted; three were refused or rejected; two were withdrawn; and one lapsed; and four are pending.

Since the Act came into effect, the Minister has received 415 applications for consent to prosecute: 114 applications have been granted, 37 refused, 12 settled, 220 withdrawn, 28 lapsed, and four are pending.

*Complaints of Violation of the Act* — Six complaints of alleged violation of provisions of the Act were made to the Minister during the year — complaints by persons claiming to be aggrieved because of such violation are permitted under Section 44. Three cases were referred to conciliation officers: one was settled, one developed into granting of consent to prosecute; and one was not settled. Three were unsupported by evidence or otherwise not settled.

From the inception of the Act to the end of the year there have been 131 complaints under Section 44. Twenty-two cases have been settled, one case by an Industrial Inquiry Commission and 21 by conciliation officers. Thirty-five cases were not settled or were dismissed when found to be unsupported by the facts; 30 were withdrawn, eight as a result of Industrial Inquiry Commissions; 21 have lapsed, and 23 resulted in either granting or refusal of consent to prosecute.

*Arbitration* — During the year the Minister received, from parties to collective agreements, 25 requests for the designation of an arbitrator to deal with differences arising between the parties concerning the meaning or violation of the collective agreements. In 17 cases an arbitrator was named. Of the remainder the requests were either withdrawn or other arrangements were made by the parties. The designation of an arbitrator by the Minister is not a statutory requirement and is a service rendered under Section 19 of the Act.

## EMPLOYEE REPRESENTATION

The Employee Representation Branch provides the staff functions required in the administration of the provisions of the Industrial Relations and Disputes Investigation Act that involve the powers and responsibilities of the Canada Labour Relations Board. The Board is entrusted with responsibility for ensuring the orderly solution of

representation disputes by determining applications for the certification or decertification of trade unions as bargaining agents; for prescribing grievance and arbitration procedures upon application; and, upon referral from the Minister of Labour, for dealing with complaints that a party to collective bargaining has failed to make every reasonable effort to conclude a collective agreement. Officers and staff of the Employee Representation Branch act as officers and staff of the Board.

## CANADA LABOUR RELATIONS BOARD

The Canada Labour Relations Board met on 26 days during the year. There were 28 hearings in which the Board heard oral submissions and evidence presented by representatives of employers, trade unions and various other parties concerned in 29 cases. Many cases coming before the Board are decided without the necessity for a hearing.

*Certification Proceedings* — The 122 applications for the certification of bargaining agents received by the Board during the year affected some 5,000 workers. In addition, 27 applications for certification were in process at the close of the previous year. Of these 149 applications, which directly affected some 7,500 workers, 82 were granted, 17 rejected, and 24 were withdrawn. At the end of the year, the remaining 26 were still being investigated. During the year, the Board ordered 18 representation votes in applications for certification.

Of the 17 applications for certification that were refused, 10 were rejected because the applicants failed to establish a majority standing, three were made for inappropriate units, three involved employees and employers engaged in a work, business or undertaking that did not come within the application of the Act, and one was rejected because it had been abandoned by the applicant.

From the inception of the Act to March 31, 1969, the Board has received 2,183 applications for certification, directly affecting some 277,600 workers. A total of 1,268 applications have been granted, 451 rejected, 434 withdrawn, four have lapsed, and 26 were pending at the end of the year. In that period the Board ordered 367 representation votes in applications for certification and 22 votes in proceedings involving revocation of certification.

Of the 451 applications rejected, 257 were



refused because of the applicants' failure to establish a majority standing, 97 were made for inappropriate units, 37 involved employees and employers engaged in work, business or undertaking not under the jurisdiction of the Board, 4 were made before six months had lapsed after the rejection of a previous application for the same unit, 11 were made before the expiry of 10 months of the term of an agreement, and 45 were refused for miscellaneous reasons.

## Other Proceedings

*Complaints of Failure to Bargain* — During the year no complaints were made to the Minister under Section 43 of the Industrial Relations and Disputes Investigation Act alleging that a party had failed to bargain collectively, and therefore no complaints were referred to the Board.

From the inception of the Act to March 31, 1969, the Minister has referred to the Board eight complaints concerning failure to bargain collectively. In three cases the Board issued orders requiring the respondents to bargain collectively with the complainants, and in one of these cases the Board later revoked the order. It dismissed four complaints on the grounds that Section 43 of the Act did not have application to the matters in dispute, and permitted the withdrawal of one such complaint.

*Applications for Revocation of Certification* — The Act provides (Section 11) that where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification.

During the year two applications for revocation of certification were received and two were in process at the close of the previous year. Of these four applications for revocation, three were granted, and one was withdrawn. In addition, an order of decertification was issued in one case where review and reconsideration proceedings were initiated by the Board.

Since the inception of the Act the Board has received 86 applications for revocation and has initiated review and reconsideration proceedings leading to revocation in three other cases. Of the 86 applications for revocation received during the period, 54 were granted, in one a declaration was issued stating that the Board's earlier certification was of no force and effect, 25 were refused, five were withdrawn, and one lapsed. Three decertifica-

tion orders were issued in the review and reconsideration proceedings initiated by the Board.

*Applications for Review* — The Act provides (Section 61(2)) that a decision or order of the Board is final and conclusive and not open to question, or review, but the Board, if it considers it advisable so to do, may reconsider any decision or order made by it under the Act and may vary or revoke any decision or order made by it under the Act.

Six applications for review were received during the year. Of these six applications, one was granted, three were denied, one lapsed and one was pending at the end of the year.

Since the inception of the Act, the Board has received 111 applications for review: 42 were granted in whole or in part, 65 were refused, two were withdrawn, one lapsed and one was pending on March 31, 1969.

*Applications for Procedure for Final Settlement of Disputes Concerning the Meaning or Violation of Collective Agreement* — The Act prescribes (Section 19) that where a collective agreement does not contain a procedure for the final settlement of differences concerning the meaning or violation of the agreement, an application may be made to the Board for the provision of such a procedure. One such application was received during the year and was settled without the necessity of a Board order.

Since the inception of the Act, 18 such applications have been received; eight were granted, three rejected, and seven settled without the necessity of a Board order.

## FAIR EMPLOYMENT PRACTICES

The activities of the Branch expanded steadily during the year as measured by the number of complaints received and cases investigated; the extent of consultation and liaison with other federal and provincial agencies, unions and other groups, and because of the public's growing awareness of federal and provincial human rights laws — resulting in part from publicity by the Branch.

During the year, 73 complaints — 47 related to discrimination in employment or hiring practices — were received and dealt with. Of these 47, 39 were within federal, eight within provincial, jurisdiction.

The Branch established liaison and in many cases close working relationships with provincial human rights agencies. It also developed an excel-



lent rapport with central labour bodies, with many of the provincial federations of labour and some major unions, particularly in the building trades, a rapport which, it is hoped, will lead to valuable co-operative efforts in bringing about more equality in employment opportunity through positive action programs.

Branch officers addressed more than 50 national and local seminars, provincial meetings (including most provincial federations of labour) and other meetings involving a variety of organizations — churches, service clubs, minority group organizations and others.

Many of these addresses were in connection with the celebration of the International Year for Human Rights, commemorating the 20th Anniversary of the adoption by the United Nations of the Universal Declaration of Human Rights. The main theme of these addresses was an appeal to unions, employers and government at all levels to take affirmative action — special recruitment and training programs on behalf of those minority groups historically disadvantaged because of discrimination based on race and colour.

A major effort was made to ensure that employers, employees and unions were aware of the Canada Fair Employment Practices Act, its provisions, and the way in which complaints of discrimination are handled by the Branch. More than half a million pamphlets were distributed through special mailings, at meetings of interested groups, and through an advertising campaign in major daily newspapers.

To mark International Year for Human Rights, the Branch distributed special publications, and other publicity efforts were timed to coincide with activities related to the international year. These included film clips carried as a public service by T.V. stations, portable displays placed in more than 30 conventions, billboards in all major centres carrying the message "Support Equal Job Opportunity for All Canadians", half of them carried as a public service by outdoor advertising firms, and posters distributed with the co-operation of a national service club and other organizations, provincial human rights agencies and Canada Manpower Centres. Also, by arrangement with the departments concerned, pamphlets were distributed to job applicants by Canada Manpower Centres and to immigrants through immigration offices.

During the year, the Branch set up committees to examine the need for amendments to

strengthen the Canada Fair Employment Practices Act, and for more effective enforcement procedures.

Staff increased from four to six during the year, and provision was made for a further increase in the next fiscal year to take care of an increasing work load.

## LABOUR-MANAGEMENT CONSULTATION

During the year the staff of 21 industrial relations officers expanded the promotion of Labour-Management Consultation through the formation of joint committees in industry. Officers of the Branch had 9,644 meetings with management, union, federal, provincial and civic representatives to promote better industrial relations methods throughout Canada.

The Branch surpassed its 1968-69 objective for new committees. As of March 31, 1969, a total of 226 new committees had been organized.

Committees were restructured to permit discussion of a wider range of matters, with a view to writing into formal agreements those understandings reached in informal discussions. There was an increase in the number of requests for officers to participate directly in Labour-Management Consultation Committee meetings; invitations to attend conferences sponsored by management, union or both and also conferences jointly sponsored by union-management and provincial authorities. In the past, both union and management have been reluctant to have a government officer attend their private meetings.

Relations with authorities in the provincial governments were consolidated and, in a number of cases, agreement was reached for provincial officers to assist in promoting the LMC service and in organizing joint consultation programs.

*Publications* — A variety of promotional material was distributed. A country-wide publicity campaign in 1968 in newspapers, magazines, radio and T.V. resulted in more than 693 individual requests for additional information on Labour-Management Consultation.

The Branch also published 10 English and French issues of its news bulletin "Teamwork in Industry" using a newspaper format. The mailing list exceeded 40,000 copies per issue. The publication reports the work of joint consultation committees across the country and items of general interest to management and labour in the field of labour relations.

Each joint consultation committee was supplied with a yearly catalogue of material designed to stimulate committee activities. The material, posters, pay envelope stuffers and Let's Discuss topics, was made available on an annual basis or as required throughout the year to meet individual programs and the needs of the committees. Distribution of this material and promotional literature during 1968-69 was in excess of 1,200,000.

There was a total of 2,486 active committees registered with the Branch at the end of the fiscal year and a total of 753,384 employees in establishments having Labour-Management Consultation Committees. Industries and services represented are mining, forestry, manufacturing, finance, retail and wholesale trade, hospitals and civic services.

*Labour-Management Conferences* — The Branch sponsored two area and industry labour-management conferences in co-operation with labour and management organizations and provincial Departments of Labour. The conferences definitely improved the two-way flow of communication. The first, held in Charlottetown, P.E.I., on April 20, 1968, dealt with "Communications in Labour-Management Relations." One hundred and eighty-eight delegates attended. Management represented 32 per cent, labour 48 per cent and miscellaneous 20 per cent.

The second conference was held in Saskatoon on October 25 and 26, 1968. The theme was "Automation in the Printing Industry" and the conference was the first to be held on one specific industry. It brought together 262 delegates from Alberta, Saskatchewan, Manitoba and Ontario. Management represented 42 per cent of the delegates, labour 48 per cent and miscellaneous 10 per cent.

Summaries of all conference proceedings were printed in booklet form.

The conference program for the Branch calls for three or four conferences to be held in the fiscal year 1969-70. The first is scheduled for Charlottetown on April 11, 1969, and the theme will be "Continuing Communications in Industry." The possibility of having a joint labour-management conference in the trucking industry in Ontario is being investigated, and field officers are meeting with officials of the Teamsters Union and the Employers Automotive Transport Association. There are also prospects for a multi-industry conference in British Columbia and an industry conference in Nova Scotia. Preliminary discussions have been held with New Brunswick Department of Labour authorities as to the possibility of the Branch assisting in the initial organization of the New Brunswick Labour-Management Study Committee.



# LABOUR STANDARDS AND BENEFITS

## LABOUR STANDARDS

The Labour Standards Branch is responsible for the administration of the Canada Labour (Standards) Code and the Fair Wages policy of the Government of Canada as set out in the Fair Wages and Hours of Labour Act, as amended, and the Fair Wages Policy Order, P.C. 1954-2029. For the purpose of administration there are nine regional offices across Canada staffed with labour standards officers and backed by a headquarters organization consisting of two divisions. The Standards Division has the administrative responsibility for the Canada Labour (Standards) Code and the Federal Contracts Division for the Fair Wages policy.

The Branch through its regional offices carries out inspections of employers' payroll records to ensure that employees secure the benefits provided for in the provisions of the Acts. Through persuasion and educational methods it endeavours to gain compliance by employers with the Act's requirements. The labour standards officers from the regional offices also conduct annual wage surveys that are used to set wages to be paid to workmen engaged on federal construction projects.

### Canada Labour (Standards) Code

The Code came into effect on July 1, 1965 and contains minimum provisions for labour standards concerning hours of work, minimum wage, annual vacations and general holidays with pay.

During the past year there was only one order issued by the Minister for suspension of the operation of Part I (Hours of Work) of the Code. Thus, since enactment of the legislation, 99 orders for deferment, 41 orders for suspension and 49 rejections have been made as of March 31, 1969, under the special and transitional provisions of Section 51 (1). The orders affected 5,145 employers and the rejections 67. An individual order could relate to a single employer, to a group, or to all employers in a specific industry.

The powers given to the Minister under Section 52 to defer the payment of a minimum wage, required under Section 11 of the Code, lapsed on December 31, 1966; consequently, no deferments could be issued after that date.

Pursuant to Section 35 of the Code, three Commissions of Inquiry were appointed by the Minister during the year. They concern:

1. The highway truck drivers employed by mail contractors of the Post Office Department;
2. Navigation and shipping including the operation of ships and transportation by ship in Canada from ports in the Lower St. Lawrence River and East Coast of Canada, excluding Newfoundland, within the legislative authority of the Parliament of Canada;
3. Employees other than office personnel in the coal division of the Cape Breton Development Corporation. Since the inception of the Code, five such appointments have been made.

The Commission of Inquiry in connection with the highway truck drivers employed by mail contractors of the Post Office Department recommended a further suspension of the operation of Part I. Consequently, The Transport of Mail by Motor Vehicle by Contractors of the Canada Post Office Hours of Work Extension Order, P.C. 1968-1844 was made on September 26, 1968 to terminate June 30, 1971. It established special standards relating to hours of work to be observed in the employment of such highway truck drivers.

It is expected that reports from the other two Commissions will be received in the coming year.

As of March 31, 1969, the railway industry is the only one still under deferment pending a decision by the Minister on its application.

Averaging periods of 13 weeks or less have been reported in 44 cases and periods of over 13 weeks were approved by the Minister in 205 cases. Of this latter number, 151 cases applied to the shipping and stevedoring and longshoring industries, following the termination of the Navigation and Shipping Hours of Work Order on December 31, 1968.

The Minister has also approved 43 applications for permission to work in excess of the maximum hours, and one application for permission to pay less than the minimum wage to a handicapped employee. Fifty-nine applications for approval of years of employment other than an

employee's anniversary date for vacation purposes were consented to under Section 16 of the Regulations.

Seventy-five substitutions in respect of general holidays were reported or approved under Section 28 of the Code. Forty-three waivers of vacation authorized under Section 14 of the Regulations and 61 notices and applications for postponements of vacations were reported or approved. One exemption from the requirement to make certain pay statements was made under Section 41 and two orders made requiring the furnishing of information and the keeping of records stipulated under Section 39.

Under extension order P.C. 1968-581, amended by P.C. 1968-1433, applicable to the trucking industry, averaging periods of 13 weeks or less were reported for highway drivers in 83 cases and the Minister approved periods extending over 13 weeks for the same class of employee in 23 cases. Forty-five permits to work in excess of the maximum hours approved by the Minister under Section 8 of the Order and four under Section 11 authorized work in excess of the maximum hours permissible under an averaging period for highway drivers.

Only one averaging period of 13 weeks or less was reported under the extension order concerning highway drivers of a mail contractor and no overtime permits were issued.

From April 1, 1968 to March 31, 1969 there were 4,503 complaints and violations under Parts I to IV of the Code. These were settled for a total of \$317,623.20 involving 4,503 employees.

### **Fair Wages on Government Contracts**

During the year, there has been further progress on important projects to which labour conditions were applied under the provisions of the Fair Wages and Hours of Labour Act.

Thirty-two schedules were supplied to Atomic Energy of Canada Limited for a contract for the Nelson River Transmission Facilities in Manitoba. Fourteen additional schedules were supplied to Atomic Energy of Canada Limited for contracts for the Nuclear Research Establishment, Whiteshell, Manitoba and for the construction of the town of Pinawa, making a total of 173 schedules since the first one was issued on June 8, 1961.

Although the Fair Wages legislation does not apply to contracts for services, schedules were issued for service contracts on the request of government departments for such contracts as

interior cleaning of public buildings, moving office furniture and supplies and catering to army camps and other establishments.

### **Contracts for Construction, Repair, Remodelling and Demolition**

During the year the Branch issued 3,492 schedules of labour conditions, compared with 3,518 during 1967-68 and 3,505 during 1966-67.

The value of contracts reported to the Branch as awarded during 1968-69 was \$304,090,991 compared with \$244,115,081 for 1967-68.

### **Contracts for the Manufacture of Supplies and Equipment**

Departments awarding contracts for the manufacture of supplies and equipment are required to include standard labour conditions as provisions of the contracts.

During the year 1,092 contracts were awarded, with an approximate value of \$19,658,258. During the same period, 260 statutory declarations listing the classifications of workers employed on such contracts, their wage rates and their hours of work were submitted to the Department for review. The corresponding figures for 1967-68 were 1,507 contracts with a value of \$12,483,734 and 352 statutory declarations.

### **Enforcement Activities under the Fair Wages Legislation**

All complaints received with respect to failure of contractors to apply the labour conditions of contracts were investigated. In addition, a policy of regular inspection is maintained. During the year, 756 inspections were made of wages and hours of work and other labour conditions, including the non-discrimination provision, being observed by contractors on government contracts. Of the 756 inspections carried out, 431 involved main contractors and 325 subcontractors. The corresponding figure for the total number of inspections for 1967-68 was 856.

The enforcement of the required labour conditions and minimum wage schedules during 1968-69 resulted in the collection of a total of \$83,132.15 from 165 contractors for distribution to 1,736 workers to satisfy wages owing by the contractors. During the fiscal year 1967-68 wage arrears amounted to \$118,566.78 affecting 3,014 employees.



Additionally the sum of \$11,000 was collected as liquidated damages from 36 contractors for defaults in carrying out conditions as set out in paragraphs (a) and (b) of the Fair Wages and Hours of Labour Act.

### Minimum Wage Rates

During 1968-69, minimum wage rates were established to apply on government contracts. Additional rates of pay were determined to apply to employees of government departments and agencies resulting from 97 requests received.

Wage rates, as established, affected 3,773 trades and labour categories in the construction industry and 209 classifications engaged in non-construction activities at 742 different locations.

Wage surveys totalling 331 were conducted by field officers to obtain information about wage rates being paid by construction contractors and non-construction employers in various areas of Canada. Additional information was extracted from provincial labour legislation, and from collective agreements.

## ACCIDENT PREVENTION AND COMPENSATION

The principal functions of the Accident Prevention and Compensation Branch are to establish and maintain, in accordance with the provisions of the Canada Labour (Safety) Code, an adequate standard of employment safety in the Public Service and in enterprises subject to federal jurisdiction, and to administer the Government Employees Compensation Act under which employment injury benefits are provided to employees of the federal government. In addition, the Branch administers the Merchant Seamen Compensation Act.

### Accident Prevention

The fiscal year 1968-69 was the first full year of operation for the Accident Prevention Division under the new Canada Labour (Safety) Code, and although much of the activity of the Division was of a planning or preparatory nature, an appreciable amount of actual accident prevention work was undertaken.

At the end of the 1968-69 fiscal year the Accident Prevention Division consisted of nine regional offices with a staff of 30 and a headquarters organization comprised of four sections and a staff of 20; more than half the total staff of

50 had not previously been employed in the Public Service.

Meetings were held with employers and employees and a number of the unions and industrial organizations which represent them, to explain the purpose and application of the Canada Labour (Safety) Code. Although these initial meetings were substantially complete by the end of the fiscal year, this work is never finished and will probably continue at a reduced rate for several years. Similar work was begun in the Public Service to explain the Public Service Occupational Safety Policy issued by the Treasury Board in August, 1968. Although educational work of this kind may seem unproductive it is, nevertheless, an important prerequisite to the development of a sound accident prevention program. Altogether some 600 group and private meetings were held to explain the Safety Code and the Public Service Occupational Safety Policy.

Other preparatory work included the recruitment of new staff, the registration of employers, the preparation of an inventory of places of employment, the preparation of a master index of provincial safety legislation and a general survey of workplaces. The primary purpose of the workplace survey was to familiarize the regional staff with the nature and scope of the safety problem in their regions. More than 2,000 workplaces were visited in the current survey.

An agreement was signed in February with the Department of Mines of the Province of Nova Scotia for the safety inspection by provincial mine inspectors of the four collieries of the Cape Breton Development Corporation. Discussions and negotiations leading to the signing of similar federal-provincial agreements in all provinces for the safety inspection of boilers, pressure vessels, elevating devices and workplaces generally were substantially advanced by March 31. It is expected that most of these agreements will become effective early in the new fiscal year. Concurrent with this work, the designation of provincial inspectors as safety officers authorized to perform safety inspections on behalf of the federal government was begun and approximately 250 provincial inspectors had been issued safety officer certificates by the end of the year.

Mine safety regulations applicable to the Cape Breton coal mines became effective on January 14, 1969. With the appointment of a mine safety officer late in the year, planning began for a new safety program aimed at the reduction of accidents

and the improvement of working conditions in the four collieries subject to the Canada Labour (Safety) Code. More than 5,000 miners and other workers are employed in these coal mines.

The development of safety regulations pertaining to boilers, pressure vessels, elevating devices, grain elevators and a wide variety of general subjects such as ventilation, lighting, sanitation, machine guarding, etc. was started during the year. Boiler and pressure vessel regulations and elevating devices regulations were nearing completion by the end of the year, due to the co-operation of the various provincial chief inspectors.

Consultation with the principal interested parties is a necessary part of the development of the safety regulations. Although this means an extended development process it will ensure that all points of view are considered and that the regulations will be as practical and reasonable as it is possible to make them consistent with attaining the objective of a high standard of employment safety.

In co-operation with the various departmental safety officers and Treasury Board officials responsible for the implementation of the government's new occupational safety policy, work was started on the development of a comprehensive safety program for the Public Service. Implementation of this program, embracing as it does all aspects of employment safety in a wide variety of federal activities, will be of necessity gradual but tangible improvement is already evident in some areas.

A study on the feasibility of regulating certain aspects of the safety of highway trucks operating within federal jurisdiction was completed in December. This study, which finds its origin in the Murchison Report, deals specifically with medical examinations, hours of work and drivers log books

and with the registration and identification of highway trucks. This work will be continued in the new fiscal year.

The personnel of the regional safety office in Montreal, following a study of working conditions in the Montreal harbour area, was instrumental in bringing about the formation of a safety committee whose purpose is the development of a co-ordinated harbour safety program. This committee is comprised of representatives of the National Harbours Board, the Department of Transport, and the various unions and private companies operating in the harbour area.

Several officers of the Accident Prevention Division were appointed to serve on various working committees of the Canadian Standards Association, including the Boiler and Pressure Vessel Committee, the Elevator Safety Committee, the Wood Working Committee and the Electrical Code Committee. The Division was also represented on the C.S.A. Technical Council and on a number of National Fire Protection Association Committees.

Officers of the Division participated in approximately 85 seminars, conferences and courses including the annual conference of the National Safety Council, a one-week course on Occupational Hearing Loss which was held at Colby College in Waterville, Maine, and a one-week course in training methods which was held in Chicago under the sponsorship of the National Safety Council.

The second staff conference of regional safety officers and the first staff conference of regional safety consultants were held in Ottawa in October and November respectively. The value of annual staff conferences as a means of communication between headquarters and regional staff was well proven and it is intended to repeat them in the future.

Table 1 – Accident Claims Reported in 1968–69, by Province and Type of Claim

	Minor Injuries	Disabling Injuries			Fatal	Disallowed	Total
	First Aid and Medical Aid	Compensation	Injury Leave	Permanent Disability			
Newfoundland . . . . .	116	44	64	1	1	4	230
Prince Edward Island.	53	28	21	—	1	—	103
*Nova Scotia . . . . .	1,441	2,787	314	2	5	33	4,582
New Brunswick . . . . .	375	100	184	—	2	13	674
Quebec . . . . .	1,914	406	1,632	—	3	31	3,986
Ontario . . . . .	5,155	727	2,508	—	3	253	8,646
Manitoba . . . . .	515	157	335	—	—	24	1,031
Saskatchewan . . . . .	463	247	223	—	1	14	948
Alberta . . . . .	639	254	462	2	1	30	1,388
British Columbia . . . . .	1,471	217	518	—	—	69	2,275
Yukon and N.W.T. . . . .	341	121	58	2	—	4	526
Total	12,483	5,088	6,319	7	17	475	24,389

\*Includes claims from Cape Breton Development Corporation.



**Table 2 – Compensation Disbursements and the Federal Government's  
Share of Administration Expenses by Provinces**

	Compensation Disbursements 1968-69	Administration Expenses for Year 1968	Total
	\$	\$	\$
Newfoundland .....	78,333	8,132	86,465
Prince Edward Island .....	26,716	2,453	29,169
*Nova Scotia .....	1,220,428	86,643	1,307,071
New Brunswick .....	136,375	17,677	154,052
Quebec .....	1,067,946	158,946	1,226,892
Ontario .....	1,369,340	154,153	1,523,493
Manitoba .....	121,079	13,729	134,808
Saskatchewan .....	197,672	32,752	230,424
Alberta .....	413,185	51,229	464,414
British Columbia .....	371,959	51,372	423,331
Payments respecting employees locally- engaged outside Canada .....	431	—	431
<b>Total</b>	<b>5,003,464</b>	<b>577,086</b>	<b>5,580,550</b>

\*includes Cape Breton Development Corporation



## Accident Compensation

The administration of the Government Employees Compensation Act is carried out by the staff of the Accident Compensation Division of the Accident Prevention and Compensation Branch.

There were 24,389 accident claims reported during the year, an increase of 1,861 or 8.3 per cent over that of the preceding year. This increase was due to expanded coverage under the Government Employees Compensation Act, more particularly the Cape Breton Development Corporation which came under the Act on April 1, 1968. The number of accidents reported by all other employers showed a decrease of 891 or 3.96 per cent.

Also, due to expanded coverage, the number of disabling injury claims increased and numbered 11,414 or 46.75 per cent of the total reported. There were 22 fatalities reported (four were not attributable to employment), a decrease of eight.

At the end of the year, 1,989 pensions were being paid to employees, former employees or their dependants.

The distribution of the year's claims by province is given in Table 1. A detailed analysis of claims settled each year is published separately in the Annual Statistical Report of the Branch. More than 263,000 persons employed by some 116 departments and agencies are entitled to coverage under the Government Employees Compensation Act. Based on claims settled, the ratio of injuries of all types to employees was 1 to 10. The ratio of disabling injuries was 1 to 24.

Gross compensation disbursements and administration expenses during the year are shown in Table 2. Compensation disbursements increased by \$1,435,088 or 40.2 per cent to \$5,003,464. The salary paid in lieu of compensation by the employing departments or agencies totalled \$2,304,417, an increase of \$636,998 over the amount of the preceding year. These expenditures were partly offset by reimbursement made to the Consolidated Revenue Fund by certain Crown agencies to cover the compensation benefits provided to their employees and a proportionate share of administration expenses. Certain other Crown agencies pay an assessment on their payroll in the same manner as industry is assessed under the provisions of the provincial acts. In either circumstance, the employees of these Crown agencies come under the provisions of the Government Employees Compensation Act in the same manner as employees of government departments, boards and commissions.

During the year, 967 cases involving third parties were considered and disposed of either by settlement or by determining that a case could not be sustained against the third party. In a few cases, the injured employees did not claim compensation but took direct action. The great majority of claims were settled by the Branch with several being referred to the Department of Justice for consideration. In all, \$131,470 was recovered either by settlement or by court judgment. At the end of the year, 583 cases were pending.

Close consultation and effective liaison were maintained with the various Workmen's Compensation Boards and the Commission in Quebec in processing claims and in the rehabilitation of injured employees. Two officers of the Division visited each Board and the Commission and mutual problems were discussed and resolved. As in previous years, informative and instructional material was prepared in French and English and distributed to acquaint and assist employees of the Public Service with their rights and responsibilities in connection with employment injuries and diseases.

During the year, plans were formulated for a new comprehensive computerized statistical program to commence on April 1, 1969. The prime responsibility of the Accident Compensation Division is to provide basic data derived from accident reports in the Public Service. A coding manual was prepared and training sessions were held to acquaint the claims staff with the new program.

## Merchant Seamen Compensation

The Merchant Seamen Compensation Act is administered by the Merchant Seamen Compensation Board, which is composed of three members, appointed by the Governor in Council. The Chief of the Accident Compensation Division of the Accident Prevention and Compensation Branch is Secretary to the Board.

The Secretary approved a number of claims for total temporary disability that were not disputed by the employer or seaman, and that were in accordance with the provisions of the Act. Formal approval of all claims is the responsibility of the Board. In addition to two regular meetings during the year, the Board held a special hearing in Ottawa at the request of the solicitor of a claimant whose claim had previously been denied by the Board; the original findings were upheld.

There were 23 claims during the year, including one fatal accident. At the close of the year, 10 claims were pending.

### Statistical Summary

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1945-64	—	—	931	648	120	75
1964-65	39	2,500	30	21	2	8
1965-66	36	2,300	22	16	2	2
1966-67	37	2,350	25	23	2	2
1967-68	33	2,300	37	33	2	2
1968-69	35	2,400	23	22	3	1



## INDUSTRIAL PENSIONS AND ANNUITIES

The sale of government annuities began on September 1, 1908, with the enactment of the Government Annuities Act. The Act provides for the sale of deferred and immediate annuities to Canadians, either individually or under the terms of an employer pension plan.

In view of the many means now available to the public to save for old age, and the increased government provisions for old age security, the government decided that there was no longer the same need for government annuities as there had been in the past. Accordingly, in December 1967, the active promotion of the sale of government annuities was discontinued and the sales force disbanded. Government annuities, individual and group, continue to be available on request and existing contracts are in no way affected by the decision to curtail sales. Seven regional offices, located at Vancouver, Edmonton, Winnipeg, London, Toronto, Montreal and Halifax, have been retained to provide service on existing contracts.

The new business for the year consisted of 371 deferred annuities, 90 immediate annuities, and three group contracts covering 20 employees. There were 942 new employees registered under old group contracts.

The possibility of a nation-wide postal strike became apparent in May 1968. In order that there should be no delay in the receipt of payment cheques by annuitants, the 83,000 monthly cheques falling due in July were mailed ahead of time in June. A strike took place on July 18 and lasted until August 8. There was insufficient time for the advance mailing of cheques due in August. Consequently, arrangements were made, with the co-operation of the Department of Manpower and Immigration, to have payment cheques for the early part of the month of August distributed to some two hundred local Canada Manpower Centres. Annuitants were advised of this arrangement by announcements in the press and on radio. Those cheques not called for by annuitants were placed in the mail by the Canada Manpower Centres as soon as the strike ended.

In 1967 a test of Certificates of Identity was carried out with the certificates being obtained from a sample of approximately one-third of annuitants. This test was resumed in the winter of 1969 with a view to covering the remaining two-thirds of annuitants, approximately 56,000.

*Pension Plans* — While there was a slight decrease in the number of new employees registered under group contracts, there was an increase of more than 5 per cent in retirements during the year and a corresponding increase in death benefit payments. These increases reflect the heavy enrolment of employees under pension plans that took place during and just after the Second World War.

*Individual Contracts* — The volume of maturing contracts has increased steadily through the 1960's. This increasing volume of maturing contracts will continue through the 1970's as a result of the large number of individual contracts that were sold during the 1930's and 1940's.

*Registered Retirement Savings Plans* — About 17,500 persons paid \$8.5 million into their Registered Retirement Savings Plans for the 1968 tax year. About 2,000 of these were registered also for Quebec Income Tax purposes, the value of which amounted to slightly more than \$1 million.

*Old Age Security* — The number of requests for annuities integrated with Old Age Security is decreasing as the starting age for Old Age Security moves downward to 65 in 1970. There were 3,032 annuities that reduced last year under the Reducing Annuity Option.

*Financial Statement* — The financial statement for the year is shown in Table 1. The premium income decreased by \$3.7 million from that of the previous year. Cash disbursements exceeded the premium income by \$51.7 million. The interest required was \$51.0 million, and the account decreased by \$1.5 million.

The surplus was slightly over \$800,000. This is the ninth consecutive year that the Annuities Account has generated a surplus. The surplus is due largely to an increase in mortality, resulting in 4,850 deaths in the year compared with 4,002 in the previous year. The average age at death for males and females was 75.9 years and 81.6 years, respectively. There were 17 annuitants who were 100 years old or over at valuation date. The oldest was age 104. Table 2 shows the valuation summary.

*Statistics* — At the end of the year there were 175,771 persons covered under 1,365 pension plans, of whom 111,503 were employees at work and 64,268 held paid-up deferred pensions by reason of termination of service before retirement age or discontinuance of the pension plans.

There were 77,315 individual deferred annuity contracts in force. About 87,000 persons were receiving annuities under 104,873 contracts and certificates, in payment of which 999,182 cheques were issued. There were 3,446 refund cheques issued.

During the year 4,613 employees retired on pension and 3,229 individual contracts matured for payment of annuities.

Table 3 provides a history of the number of annuities sold and the purchase money received.



Table 1 — Government Annuities Account for the Year Ended March 31, 1969

<b>ACCOUNT</b>	
Account, April 1, 1968 .....	\$1,326,098,138.00
Disbursements, 1968-69, less receipts .....	662,680.03
Less transfer to Consolidated Revenue Fund .....	800,666.97
Account, March 31, 1969 .....	\$1,324,634,791.00
<b>LIABILITIES</b>	
Valuation of annuities outstanding .....	\$1,324,634,791.00
<b>RECEIPTS</b>	
Immediate annuities .....	449,386.00
Deferred annuities .....	14,465,956.79
Unclaimed annuities recovered from Consolidated Revenue Fund .....	17,818.57
Interest to March 31, 1969 .....	51,047,728.71
Total .....	\$ 65,980,890.07
<b>DISBURSEMENTS</b>	
Vested annuities .....	\$ 59,322,884.78
Commuted values .....	571,626.18
Premiums returned with interest (including instalment death benefits) .....	6,273,234.09
Premiums returned without interest .....	232,904.77
Employee withdrawal payments (pension plans) .....	124,591.62
Individual withdrawal payments .....	37,659.82
Unclaimed annuities transferred to C. R. F. ....	80,668.84
Total .....	\$ 66,643,570.10
Disbursements less receipts, 1968-69 .....	662,680.03
Total .....	\$ 65,980,890.07

<b>DISTRIBUTION</b>	
Interest Rate	Account at 31 March, 1969
3 %	79,567,274.00
3½ %	175,428,837.00
4 %	1,001,032,568.00
5 %	57,534,947.00
5¼ %	10,653,939.00
* No interest	417,226.00
Total	1,324,634,791.00

\*Death benefits on deposit being paid in instalments.

Table 2 – Valuation March 31, 1969 of Annuity Contracts and Certificates

Classification	Number	Amount of Annuity	Present Value of Annuities in Force
Vested:			
Males, ordinary annuities .....	24,356	12,940,895	90,770,043
Females, ordinary annuities .....	24,769	11,005,866	95,870,403
Males, guaranteed annuities .....	26,374	15,683,781	168,253,005
Females, guaranteed annuities .....	13,167	6,619,104	86,652,239
Reducing at Old Age Security age ...	6,285	7,342,901	40,976,755
Last survivor ordinary .....	2,870	1,584,325	18,154,558
Last survivor guaranteed .....	307	157,456	2,178,523
Annuities certain .....	4,532	2,984,666	10,634,471
Temporary annuities .....	2,213	653,818	2,458,418
Total Vested	104,873	58,972,812	515,948,415
Deferred contracts and certificates ..	253,086	—	808,185,398
Death benefits by instalments .....	—	—	417,226
Advance premiums .....	—	—	1,542
Cheques due on suspended annuities.	—	—	82,210
Total	357,959	—	1,324,634,791

Table 3 – Number of Individual Annuity Contracts and Certificates Issued, and Net Premium Receipts

Year Ended March 31	Individual Contracts Issued	Group Certificates Issued	Total Contracts and Certificates Issued	Net Premium Receipts
1909-64	208,284	323,157	531,441	\$1,379,353,536.79
1965	3,817	1,783	5,600	29,583,160.82
1966	3,143	1,979	5,122	27,114,362.75
1967	2,245	1,172	3,417	21,512,629.26
1968	1,232	1,058	2,290	18,168,892.70
1969	461	942	1,403	14,682,438.02
Total	219,182	330,091	549,273	\$1,490,415,020.34

## WOMEN'S BUREAU

During the year under review, the functions of the Bureau were modified considerably and arrangements were made to recruit staff to meet these new responsibilities.

The position of head of the Women's Bureau, vacated early in 1968, was filled in October of that year and the new Director gave high priority to program planning.

Public interest in the Bureau's new objectives led to considerable demands from the publicity media. The Director was interviewed by the Canadian Press, the CBC, television station CJOH, Ottawa and by a number of daily newspapers including the Toronto Daily Star, Toronto Globe and Mail, Regina Leader Post and the three Ottawa dailies: the Citizen, the Journal and Le Droit. Stories appeared in these newspapers and in other publications such as service club and national and international agency journals.

In March 1969 the Women's Bureau sponsored a program of television commercials designed to inform the public of the availability of the Bureau as an agency to provide assistance in fulfilling the principle of equal pay for equal work.

The Director delivered a major paper in January on the subject of the new role of women as part of a symposium entitled: New Morality: Challenge to Old Values; and spoke to such varied groups as a service club, a conference of an international trade union, and a graduation class of university students.

To establish good working relationships between the Women's Bureau and the provincial governments, the Director initiated a series of visits to the provincial capitals, and by the end of the year had visited those of western Canada.

The Women's Bureau was represented at the Human Rights conference held in Ottawa in December 1968 and the round table conference on the Social Aspects of Science Policy held at the University of Toronto in March 1969. Departmental and interdepartmental committee work also made considerable demands on the Bureau's time.

The Director initiated an Interdepartmental Committee on Women's Affairs consisting of representatives of the Department of Manpower and Immigration, National Health and Welfare, the Public Service Commission, and Treasury Board, to serve as a means of co-ordinating the functions relating to women's employment both within the federal government and within the area of federal jurisdiction.

In the international sphere, the Director attended, as an observer, the 23rd meeting of the Commission of the Status of Women held at the United Nations in New York City in January and February 1969. At its meeting in Geneva in February and March 1969, the Governing Body of the International Labour Office appointed the Director to replace the first Director of the Women's Bureau as a member of the ILO Panel of Consultants on the Problems of Women Workers.

A number of the publications which the Women's Bureau provided on an annual basis continued to be published during the 1968. These included "Women in the Labour Force" and "A Directory of National Women's Organizations in Canada".

By the end of the year under review, two studies had been prepared and were being printed: one on the subject of maternity leave practices in Canada and the other on part-time employment in the retail trade.



# RESEARCH AND DEVELOPMENT

## ECONOMICS AND RESEARCH

During the year, the eight Divisions of the Economics and Research Branch continued studies of wage structures, working conditions and labour costs; prepared material on general economic developments; studied collective bargaining and postwar strikes and lockouts; and extended surveys of labour organizations. The Divisions of the Branch are Federal Industries, Industrial Relations Research, Wages Research, General Economic Analysis, Collective Bargaining, Labour Organizations, Surveys, and Special Projects.

### Federal Industries Division

The Federal Industries Division is responsible for the development of comprehensive research programs to provide economic, statistical and industrial relations data for all industries coming under federal jurisdiction. These programs are designed to assist the administrative and operational activities of the various branches of the Department, such as Labour Standards, Conciliation and Arbitration, Accident Prevention and Compensation, and Legislation, and to provide research support for labour negotiations and Industrial Inquiry Commissions.

During 1968, surveys concerned with wages, employment and working conditions in federal industries were continued. These, together with previous surveys, provided the basis for a number of publications and/or papers to be released by the Department during 1969.

One such publication will describe, in considerable detail, employment, wages, and working conditions in industries under federal jurisdiction for the years 1965 to 1967. Similar data for 1968 is being developed. In another study being prepared for publication, comparative wage and employment data for the period 1965 to 1967 has been analyzed to determine the direct cost effects of the provisions of the Canada Labour (Standards) Code and the effect of the federal minimum wage on employment and wage structure in industries under federal jurisdiction.

In the latter part of the year the Division became involved in developing performance indicators for the Labour Standards Branch which is

responsible for administering the Canada Labour (Standards) Code. It is anticipated that similar indicators will be developed for other operating branches of the Department, such as the Fair Employment Practices Branch and the Accident Prevention and Compensation Branch.

Considerable progress was made in the development of a statistical program related to the Canada Labour (Safety) Code. A basic format for providing accident statistics in the Public Service was designed and implemented, and will be extended to facilitate the collection and analysis of accident statistics in industries under federal jurisdiction.

A publication entitled "The Canadian Longshoring Industry" is being prepared for release during 1969. It will provide a review of the industrial relations system in this industry. Also being prepared are similar labour relations profiles of the railway and airline industries in Canada and it is anticipated that further studies will be launched for other major federal jurisdiction industries.

The Division's research support service was very active during the year. In particular, the Division was called upon to provide industrial relations and economic intelligence and studies to assist in the settlement of major disputes such as the Montreal longshoremen, St. Lawrence Seaway and Lakehead grain handlers disputes. Research assistance was also provided in the case of the railway associated non-ops negotiations late in 1968 and the shopcraft and trainmen, now the United Transportation Union, in early 1969. Research intelligence was also developed to meet the needs of conciliation officers of the Department.

During the year an extensive revision of the catalogue of federal jurisdiction establishments was undertaken. This catalogue which lists all establishments coming under federal jurisdiction, by industry and province, is the basis for all surveys concerning these industries.

The Division also gave consideration, in conjunction with the Conciliation and Arbitration Branch, to the development of an "early warning



system" to identify, well in advance, potential crises arising out of collective bargaining in establishments under federal jurisdiction.

In March, 1968, a meeting was held with officials of the Canadian Transport Commission to discuss a number of issues related to transportation in Canada and to arrange for a continuing exchange of ideas, problems and information which are important in their work and to the work of the industry specialists of the Federal Industries Division.

Two papers were prepared by the Division chief during 1968. One was entitled "Minimum Wages and Their Rationale" and was presented to the Statistics and Research Committee of the Canadian Association of Administrators of Labour Legislation in May 1968. Another paper, entitled "Administrative Statistics in Labour Standards Programs", was presented to the North American Conference on Labor Statistics in Richmond, Virginia, in June 1968.

### **Industrial Relations Research Division**

The Industrial Relations Research Division is responsible for the development of a comprehensive basic research program which provides a greater understanding of the internal operations of the industrial relations system, a greater appreciation of the external factors that give rise to problems in the industrial relations system, an assessment of the consequences of the outputs of the industrial relations system as they influence the achievement of economic and social objectives, and for proposed changes and/or amendments in policies and programs — both public and private — that will assist the internal operation of the industrial relations system and enable it to make a more direct and positive contribution to the achievement of our national goals.

Members of the Division continued work on the development of a theoretical and practical framework for the study of industrial relations systems, while progress continued on two long-term projects within the Division designed to assess some outputs of the industrial relations system. A study of strikes and industrial conflict should result in publications to be released in the next fiscal year. A continuing study of the structural aspects of collective bargaining provided much of the data for a paper presented at the 1968 meeting of the Canadian Industrial Relations Research Institute and some of the statistics appearing in the Report of the Task Force on Labour Relations. Two industry studies were also submitted to the

Task Force.

The Division was involved in Departmental policy formation, and a review on a wide variety of subjects related to industrial relations.

Division members represented the Department at a number of industrial relations conferences and symposia such as the meetings of the Industrial Relations Research Association, the Canadian Industrial Relations Research Institute, the Canadian Association of Administrators of Labour Legislation and the conference which discussed the Rand Report at the Centre for Industrial Relations at the University of Toronto. Papers were prepared and presented by members of the Division to the Canadian Industrial Relations Research Institute and to a number of university and other groups.

### **Wages Research Division**

The responsibility of the Division is to study the behaviour of wages, hours of work and wage supplements (fringe benefits) within the context of the industrial relations system and the national economy. The role of wages in the labour markets and in collective bargaining, the relation of wages to productivity, and the influence of labour costs on prices are some of the subjects the Division considers.

A detailed comparative analysis of wages in Canada and the United States was completed and will be published soon. This study examines wage differences between the two countries and trends in such differences, principally since 1949. Other comparison studies of Canada-United States differences in labour force skill mix and their implications for wages, and of the influence of various economic forces on wages have been largely completed and may be published later.

A study of labour costs in 25 manufacturing industries continued, but unavoidable delays were encountered. These difficulties have been overcome and it should be completed in mid-1969; it is hoped that it will be published subsequently.

Work began on an extensive study of the transmission of wage change through the economy. The purpose of this research is to ascertain the extent to which wage increases initiated in a particular firm, industry, or sector of the economy are followed up by similar increases elsewhere. Part of this study consists of an examination of the concept that there are certain "key" or "pattern-setting" situations that initiate "wage rounds" through the economy.

Members of the Division staff presented papers on the wage parity issue and on inflation, wage behaviour and labour mobility. An extended series of visits was made to universities in many parts of Canada to establish closer liaison between wage research being done by academics and that done in the Canada Department of Labour. More of these visits are expected to be made in the future.

Three of the Division's studies were used by the Prime Minister's Task Force on Labour Relations: "Behaviour of Wages in the Postwar Period," "Wages in Canada and United States: An Analytical Comparison," and the study of labour costs which remains to be completed.

### **General Economic Analysis Division**

The General Economic Analysis Division continued to serve its main responsibility of providing (mainly for internal government use), analyses of general economic movements, including policy developments, with special emphasis on those likely to have an impact on the activities of the Canada Department of Labour.

During the year, the Division published on a quarterly basis, statistics from data on wage developments under major collective agreements. The responsibility was later transferred to the Collective Bargaining Division. The Division continues to analyze wage settlements data in conjunction with its main responsibilities.

### **Collective Bargaining Division**

The Collective Bargaining Division maintains an extensive collection of collective agreements from which it supplies information to management, unions, universities, government departments and Crown corporations. These agreements also provide the basis for information published in the monthly "Collective Bargaining Review" and continuing in-depth analyses which identify new trends in agreement provisions including clauses concerning such things as technological changes. Two such studies were completed in the Analysis Section, during the fiscal year ended March 31, 1969:

1. "Provisions in Major Collective Agreements in Canadian Industries, 1968", and
2. "Provisions in Collective Agreements Covering Employees in Canadian Mining Industries, 1968."

A third publication is now produced by the Division concerning wage developments in Canadian industry. This is a statistical document published on a quarterly basis which displays the

percentage changes in base rate wages for collective agreements in all establishments, excluding construction, which employ 500 workers or more. A second part contains, in summary form, the average percentage changes in base rates as a result of settlements which occur during each quarter. The new revised edition is now widely circulated to universities, industrial relations experts, unions, and officials within the federal and provincial governments.

During the year, the library of current collective agreements has been enlarged and an active survey has been undertaken to obtain all collective agreements in Canada. Exchange of agreements is now being undertaken with the provinces. A survey of all expiring collective agreements, at present approximately 3,500 per year, is being undertaken on a current basis to obtain information as to the duration and the various stages of negotiation which occur prior to the final settlement of the contract. The result will be circulated on a monthly basis.

The enlargement of the library, and the extension of survey work with respect to collective agreements has also led to the expansion in scope of the "Calendar of Expiring Agreements" publication, which covers agreements governing major contracts of 500 employees or more, with the exclusion of the construction industries. The calendar issued prior to 1969 was widely reprinted and will continue as an annual publication with a supplementary revision published approximately in June.

Many of the resources of the Analysis Section of the Division were concentrated in preparing a complete coding manual to govern the computerization of those agreements in the files. This comprehensive program has taken a great deal of time to develop and has entailed meetings and the co-operation of organizations such as the Canadian Labour Congress, the Canadian Manufacturers' Association, other federal government departments, the provincial Departments of Labour, and others in the private sector of the economy. The computer program will be established during the fiscal year 1969-70 and will enable the Division to undertake a greater number of analyses of agreements on a routine basis and place it in a position to satisfy special requests and provide tabulations of particular interest to specialized users.

A note of interest is that the large increase in the number of collective agreements governing employees in the public sector of the economy,



both within the Public Service of Canada as well as within the various provincial and municipal services, has brought into the scope of the Division's activity a large sector of the labour force. When those agreements governing the construction industry are integrated into the system, planned during 1969-70, the Division will then be in a position to report upon a representative sampling of all segments of the Canadian labour force governed by collective agreements.

One study was prepared by the Division for the Prime Minister's Task Force on Labour Relations entitled "Issues in Collective Bargaining".

The Division chief was on leave of absence during the year while participating in the Bilingual and Bicultural Development Program in Toronto, Ontario.

### **Labour Organizations and Labour Disputes Division**

The Division is responsible for surveys, developmental and research work on trade union membership and structure and for the collection, compilation and analysis of information on strikes and lockouts in Canada. The results of these activities are made available in annual publications, in the Labour Gazette, in press releases and in the form of special studies of a non-recurring nature.

The annual survey of union headquarters was carried out in January and the 57<sup>th</sup> edition of the trade union directory, "Labour Organizations in Canada, 1968" was prepared and published. It provides comprehensive statistics on union membership, as well as breakdowns by congress affiliation, type of union and size of union; it also includes membership figures for individual unions, the names and addresses of their principal officials and distribution of their locals by province.

The annual survey of union locals was also conducted in January. This survey yields detailed information on union penetration of the economy by industry, province and locality; the findings appeared in the March 1969 issue of the Labour Gazette under the title "Industrial and Geographic Distribution of Union Membership in Canada, 1968."

With regard to strikes and lockouts, the principal source of data on work stoppages is the network of Canada Manpower Centres of the Department of Manpower and Immigration. Reports obtained from these offices are supplemented, in some cases, by information obtained from provincial government departments and from

press accounts. A press release is issued monthly giving summary information on the previous month's work stoppage experience. The Labour Gazette contains, each month, preliminary statistics on the number of work stoppages, the number of workers involved, the total duration in man-days and the proportion of estimated working time lost through strikes and lockouts; it also contains statistics by industry, by jurisdiction, and a listing of individual work stoppages involving 100 or more workers with pertinent measurement information and brief statements of issues and results. The annual report "Strikes and Lockouts in Canada, 1967", prepared during the year, gives extensive statistical coverage of the characteristics of work stoppages occurring in the latest calendar year with a textual review indicating the significant aspects of the statistics.

A considerable amount of information on union membership is made available to the provinces as a result of arrangements made through the Research and Statistics Committee of the Canadian Association of Administrators of Labour Legislation. In some cases the provinces assist in the survey of union locals by following up on survey questionnaires. Liaison with the provinces is also maintained in connection with the strike statistics program.

A study of union growth in Canada, an empirical examination of union membership trends from 1921 to 1967 by industry, region, size of union and other characteristics was in process during the year under review and is expected to be published in 1969-70. The study consists of about 20 charts based on extensive tables giving information on various aspects of union growth with accompanying explanatory text.

A plan for the systematic examination and analysis of the provisions of union constitutions was developed in the Division; preliminary work is under way toward a series of monographs dealing with various facets of union government and administration.

The tabulation of current strike statistics was converted to a computerized operation during the year. As part of the same project, a series of detailed tabulations of work stoppages in the 1947-1967 period was produced by computer for use in a study of strikes and lockouts in the postwar period in co-operation with the Industrial Relations Research Division.

The Division provided advice and background material to senior Departmental officials to assist

in the development of policy on matters of concern in its two general fields of responsibility. It also dealt with numerous requests from both government and private sources for information on labour organizations and work stoppages. Members of the Division attended conventions of the Canadian Labour Congress and the Confederation of National Trade Unions during the year.

### Surveys Division

The major responsibility of the Surveys Division is to collect and disseminate information on occupational rates of pay and on working conditions of employees in Canadian industry. It also conducts special surveys of specific subjects and, jointly with the Dominion Bureau of Statistics, in an annual survey of selected employer labour costs initiated for the first time last year. In addition, it compiles data on industrial fatalities and work injuries in Canada.

The Survey of Wages Rates, Salaries and Hours of Labour is conducted annually on October 1 by means of a questionnaire mailed to over 30,000 employers generally having 20 or more employees. The survey covers most industries, regions and major cities in Canada and information on numbers of employees and rates of pay is obtained for over 1,000 different occupations. In 1968, preliminary results were published for 57 communities and 24 industries within 6 to 12 weeks from the survey date. Final results are released first in loose-leaf form as a public subscription service and later in the form of a 400-page bound volume published under the title "Wage Rates, Salaries and Hours of Labour."

The release of data in preliminary form is intended to improve the timeliness of the information. In 1968, also on a preliminary basis, measures of change since the previous survey in 1967, in wages and salaries paid for specific occupations, were also released.

The results of the wage rate survey are also regularly used to meet the special needs of many governmental and private agencies for statistical information on these subjects. In 1968, as in previous years, data were provided as part of co-operative survey arrangements to several provincial governments. Some provinces use this information to prepare separate publications which show in greater detail the information collected in the province. Other important users include the Pay Research Bureau of the federal Public Service Staff Relations Board, members of the Canadian Manufacturers' Association and of other industry

associations, unions and union congresses and researchers in labour economics and industrial relations.

The Survey of Working Conditions is conducted among the same employers as the wage rate survey, every year at April 1, and provides measures of the incidence of selected conditions of work and their characteristics, by province and industry. Survey results are published in an annual report under the title "Working Conditions in Canadian Industry."

The survey of selected employer labour costs covered manufacturing in 1967 and 1968 and plans are being made to extend it to certain non-manufacturing industries on a cycle basis starting in 1969. Summary results from the 1967 survey were released during 1968 and provided new measures of the relative importance of premium pay and of benefit costs relative to regular wages and salaries. A comprehensive report based on the 1967 information is being prepared.

During the year, the Division also assisted in studies of maternity leave policies in industry and government and of part-time employment and also in a survey of the distribution of wages and salaries in industries under federal jurisdiction in labour matters. A pilot study of the distribution of wages in Ontario was also carried out, in co-operation with the provincial Department of Labour.

In May 1968, the chief of the Division started a one-year tour in Kuala Lumpur, advising the Government of Malaysia on labour statistics, and research under the technical assistance program of the International Labour Organization. As in previous years, a member of the staff of the Division served as secretary of the Statistics and Research Committee of the Canadian Association of Administrators of Labour Legislation.

### Special Projects Division

The Special Projects Division provides research support and advice to the Accident Prevention and Compensation Branch, Fair Employment Practices Branch, Labour-Management Consultation Branch, Women's Bureau, Industrial Pensions and Annuities Branch of the Canada Department of Labour to assist them in the formulation of departmental policies and in the development of research programs.

Two studies were undertaken during the year for the Women's Bureau. Retail trade was chosen for the first of a series of inquiries into part-time employment in Canada. The study was based on



interviews in the department store and supermarket fields, and will be published in mid-1969. Maternity leave policies in Canadian industry was the subject of the second study. It was based on a survey carried out in co-operation with the Surveys Division of the Branch. The report, published in March 1969, provides considerable detail as to eligibility requirements, length of leave, seniority and job reinstatement, and income maintenance during maternity leave in 21 industry groups; the practices of federal and provincial governments are also included.

The Division produced the annual "Facts and Figures: Women in The Labour Force" for the Women's Bureau. Requests for this publication brought the quantity distributed to the highest yet at more than 5,000.

For the Legislation Branch, the Special Projects Division undertook to update a comparison of "Labour Relations Legislation in Canada", which appeared in advance copy form in 1966, to include all amendments enacted to the end of 1968.

### **Inquiries Section**

The main responsibility of the Inquiries Section is to answer requests for information concerning publications and research work completed by the Branch. The section functions as a central source of information for internal communications, interdepartmental exchanges, and for requests from the general public. During the fiscal year ending March 31, 1969, requests for information were processed on a variety of topics such as working conditions, wages, salaries, hours of work, specific information on federal jurisdiction industries, collective bargaining, and wage developments.

A second function of the Inquiries Section is to prepare specialized material for the International Labour Organization. Annual material provided included a submission for the ILO yearbook of Labour Statistics and statistics compiled on wage rates and standard hours of work. Studies were also completed for the ILO on the Chemical and mining (other than coal) industries and shift work in manufacturing.

The Inquiries Section co-ordinated the Department of Labour's submissions to the Canada Yearbook and the Canada Handbook.

### **Research Grants and Fellowships**

The Branch continued to administer the Department of Labour — University Research Program and the Canadian International Labour

Fellowship Program. The Program supports research in the economic, industrial relations, social and other aspects of labour. Grants are awarded to graduate students, university faculty members, and others possessing research qualifications, meeting certain citizenship and residency requirements. During the year, one fellowship was awarded under the Canadian International Labour Fellowship Program and 30 grants under the University Research Program.

## **INTERNATIONAL LABOUR AFFAIRS**

The International Labour Affairs Branch continued to co-ordinate all international labour responsibilities of the Department. Most important of these are the standard-setting, technical assistance and other programs of the International Labour Organization.

The ILO is unique among the specialized agencies of the United Nations, having been established in 1919 on a tripartite basis as a forum for discussion between governments, employers and workers. Canada was one of the founding members.

### **Conferences and Technical Aid**

The Branch made arrangements for Canadian tripartite delegations to about 15 ILO meetings during the year, including briefing for the government delegates and subsequent reporting. All these meetings were in Geneva except an American Advisory Committee in San Salvador; a departmental observer was sent also to the Asian Regional Conference in Tokyo. There were also Canadian representatives at three OECD Manpower and Social Affairs sessions in Paris, and an OECD Conference on Employment Fluctuations in London.

The 52nd ILO Conference in June 1968 heard an interesting plenary debate on human rights progress around the world including the fight against apartheid in South Africa. There was a critical examination of the application by member countries of the International Labour Code, especially Conventions they had ratified. The 1969 budget of about \$27 million was approved. Only one instrument, a Recommendation on tenants and sharecroppers, was adopted.

The ILO Governing Body, of which Canada is a continuing member, met three times during the year. Canada was also represented at several meetings of industrial and advisory committees and panels of experts. One meeting of particular

interest was the Second Tripartite Technical Meeting on Mines other than Coal Mines, which discussed safety and health training in these mines and the effects of fluctuations in international trade on employment and conditions of work.

Annual grants were continued in the fiscal year to the International Advanced Training Centre at Turin, Italy, and to the International Institute for Labour Studies at Geneva. The latter grant provided also for a qualified Canadian scholar to spend a sabbatical year at the Institute investigating some important labour question in the international context.

The Branch, in consultation with other interested departments, formulates the Canadian Government's position on technical assistance questions at ILO meetings and analyzes and assesses ILO programs in this area. It also advises on Canadian technical assistance programs in the labour field and helps, as required, to administer training programs for trainees to study labour administration in Canada under the auspices of the Canadian International Development Agency agreements and ILO fellowship programs. Several ILO trainees from the Middle East, Africa, the Caribbean and Latin America were provided with training programs in Canada during the year. A trainee from Peru studied safety and health in Canadian mines for three months.

## Studies

This Division, established in 1967, continued its long-range analyses of various groups of ILO Conventions, compared to relevant federal and provincial legislation, with a view to clarifying the degree of implementation of these international standards within Canada, and the further action necessary to achieve full compliance and eventual ratification of the ILO Conventions by Canada.

The Division was also involved in federal and provincial consultations concerning the preparation of Canadian policy positions regarding technical items for the agendas of forthcoming ILO Conferences, including replies to questionnaires. Reports were also prepared for the ILO on the implementation of Conventions ratified by Canada and certain periodical reports on the implementation of other ILO Conventions and Recommendations.

The second main area of work involves the development and maintenance of a closer-knit communications system between the Branch and its labour counsellors at Canadian Embassies in

foreign countries. These reports and despatches are being analyzed and the relevant sections distributed both within the federal area and outside to officials interested in international labour developments.

## Organization for Economic Co-operation and Development

The Branch continued its work in the Department's OECD activities, in co-operation with the Program Development Service of the Department of Manpower and Immigration and the Economic Division of the Department of External Affairs. This work was chiefly connected with the Manpower and Social Affairs Committee and the Working Party of the Economic Policy Committee on Costs and Prices, and involved departmental representation at a number of meetings in these fields.

## Other Activities

The International Labour Affairs Branch also looks after a wide range of other matters that have international implications. The Branch advises the Department of External Affairs and other departments on subjects within the scope of this Department that may arise in the United Nations or other specialized agencies such as UNESCO. It also participates in the co-ordination of Canadian government policy in such areas.

The Branch develops information as background for policy at international meetings, as a basis for policy formulation within Canada, and in response to inquiries from various organizations and agencies within Canada. In general, any inquiries, reports, resolutions and other documents with international connotations pertaining to the work of the Department of Labour are referred to the Branch.

During the year, the Branch, in co-operation with other branches and departments and representatives from the major employer and worker organizations, was concerned with development of a program of activities to celebrate the 50th Anniversary of the International Labour Organization in Canada (1969). Among the events planned were a wide range of articles and other media presentations on various aspects of Canada's involvement with ILO, a commemorative stamp, archival and travelling exhibits, a tripartite National Conference, and other activities at various levels and in all parts of Canada to inform the public of the valuable contribution which the ILO has made to world progress in the last 50 years and of Canada's support for its aims and objectives.



## LEGISLATION

The Legislation Branch continued to study the labour legislation of Canada and other countries, and to provide an informational and advisory service based on the studies undertaken.

Special attention was given during the year to research in the area of labour relations legislation. The Branch participated in a research project for the Prime Minister's Task Force on Labour Relations and in departmental studies on amending the Industrial Relations and Disputes Investigation Act. The Branch also examined in detail the Mediation Commission Act of British Columbia and the Construction Industry Labour Relations Act of Quebec, two laws that have introduced new procedures for the settlement of industrial disputes. Analysis of these Acts extended to the problems that resulted in new forms of government intervention and the experience gained from administering the legislation.

To facilitate the examination of labour relations legislation, the study, "Labour Relations Legislation in Canada," was revised so that 1968 legislative changes can be included when it is published. The study compares the major provisions of all laws of federal and provincial jurisdiction.

The Branch was represented on a number of departmental committees studying certain aspects of labour standards laws.

Several reports on the application of Conventions ratified by Canada were prepared for submission to the International Labour Organization. Papers were written on Canadian law and practice in various fields, e.g., discrimination in employment, machine guarding, and safety and health in places of employment, so that comparisons could be made between Canadian standards and International Labour Conventions and Recommendations. A member of the Branch served on the committee set up to prepare the Canadian reply to the questionnaires on two items on the agenda for the 53rd International Labour Conference.

The chief of the Legislative Research Division was a member of the Canadian delegation to the International Labour Conference in June 1968, and served on the Committee on the Application of Conventions and Recommendations, the standing committee of the Conference that examines the conformity of national legislation with ratified Conventions.

*Publication Program* — As part of its continuing program of study and analysis of Canadian labour legislation the Branch prepared a series of three reports (119 pages) covering all labour Bills and other Bills of general labour interest introduced in Parliament and the provincial legislatures during the 1967-68 legislative sessions. These reports set out the underlying purpose, scope and substance of each Bill and traced its progress until it received Royal Assent and became law, or was dropped. The preparation of these reports, which are sent to government labour officials and to other interested persons on request, is made possible through the courtesy of the provincial legislatures in supplying copies of their Bills, Votes and Proceedings.

Later in the year the Branch prepared for publication in the Labour Gazette a series of articles providing a detailed survey of legislative changes (both laws and important regulations) during the year. The articles, which appeared in three issues of the Labour Gazette, December 1968 and January and February 1969, dealt with legislation on labour relations, labour standards, industrial safety and workmen's compensation, and industrial training and apprenticeship. They were also reprinted and issued as a separate publication entitled "Developments in the Enactment and Administration of Labour Laws in Canada, September 1967 — August 1968."

Significant new regulations, that were of immediate interest to employers and workers, e.g., regulations under the new Employment Standards Act of Ontario and regulations increasing provincial minimum wage rates, were reported in the Labour Gazette.

Court decisions of particular interest to labour were reviewed in the Labour Law Section of the Labour Gazette each month. Cases involving constitutional issues and the review by courts of the decisions of labour relations boards were selected, along with cases concerning the validity of procedures followed in the merger of trade unions, the effect of the CLC constitution on locals of affiliated unions, contempt of court by union officials, and the binding effect of a government-supervised strike vote.

The Branch's annual publication, "Labour Standards in Canada," was revised and updated to cover changes in laws and regulations in the labour standards field to the end of December 1968. This publication sets out the minimum standards established by federal and provincial labour laws with

respect to child labour, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection and workmen's compensation. Standards set by labour ordinances of the Yukon and Northwest Territories are included.

In order to keep up to date the Branch study, "Workmen's Compensation in Canada, 1967," a pamphlet was issued, entitled "Changes in Workmen's Compensation Legislation and Administration in 1968."

The reference paper on provincial minimum rates was revised twice during the year.

*Reports and Memoranda* — In response to inquiries from governments, institutions, employers' and workers' organizations and individuals, the Branch furnished information and prepared memoranda covering a wide range of labour laws. A number of specific inquiries from other countries sought information about various aspects of collective bargaining and dispute settlement legislation in Canada. An extensive survey was carried out of safety and first aid regulations applicable to farm and forest workers throughout Canada. Departments of Labour, Workmen's Compensation Boards, and other agencies, including accident prevention associations, co-operated in this survey. Another study, which required considerable research, set out the legislative provisions in each province, exclusive of those covering machine guarding, aimed at the prevention of hand and arm injuries.

*Other Services* — The services of the Branch are made available to the Canadian Association of Administrators of Labour Legislation (CAALL), a continuing organization of the Deputy Ministers and other senior officers of the federal and provincial Departments of Labour that meets annually. A member of the Branch serves as secretary-treasurer of the organization.

For discussion at the 27th Conference of the Association at Toronto, August 19-21, 1968, the Branch prepared a report covering major developments since 1967 in the enactment and administration of labour laws in Canada. Other topics discussed included: the first report of "The Canadian Inquiry on Construction Labour Relations," a Centennial project of the Canadian Construction Association; the research work of the federal government's Task Force on Labour Relations; industrial safety, with particular reference to

problems of enforcement, promotion and research; human rights; and reports of the Association's standing committees on statistics and research, safety, and development and training of labour department officers. The statistics and research committee submitted a special report on "Criteria for Establishment Minimum Wages."

## SPECIAL SERVICES

### Transitional Assistance Benefits

The Transitional Assistance Benefits Program approved by Cabinet in June 1965 is designed to assist Canadian workers in the automotive parts industry whose employment has been adversely affected by the Canada-United States Automotive Agreement. The original program was to have terminated on July 31, 1968. By authority of P.C. 1968-1733 of September 5, 1968 it was extended to December 10, 1968. By a Cabinet Decision of December 10, 1968 it was extended to June 30, 1970. Benefits, therefore, can now be drawn as late as June 1973. These benefits range from 62 to 75 per cent of workers' weekly pay, providing the maximum weekly percentage does not exceed 65 per cent of the weekly average of both wages and salaries for the industry as a whole. Under the amended program, regardless of when a layoff is certified, all eligible workers will now be covered by a standard three-year period, from the date of layoff. In effect this means that an established benefit entitlement period remains in existence until it is exhausted through payment or until the new termination date of the program of June 30, 1973.

To be eligible for assistance, workers must be laid off due to a reduction in production arising from implementation of the Canada-United States Automotive Agreement. Eligibility is determined by the Adjustment Assistance Board. Benefit payments are made through the local offices of the Unemployment Insurance Commission.

During the year, officials of the Special Services Branch participated in investigations to determine whether layoffs in the automotive industry, for which an application for certification was submitted to the Adjustment Assistance Board, resulted from operation of the Canada-United States Automotive Agreement. Table 2 lists the layoffs certified during the past year by the Adjustment Assistance Board and for which the Department of Labour received certificates.



With the phasing out of the Special Services Branch at the close of the present fiscal year, responsibility for the TAB program has been assumed by the office of the Director-General, Research and Development.

### **Emergency Planning**

The Special Services Branch continued its responsibility for the Departmental Emergency Planning Program.

Tentative approval was received from all provinces for the draft Orders and Regulations after visits to each of the provinces. The Departmental Working Committee on Emergency Plans continued to ensure the Department's capability of meeting the objectives and goals that have been set out for it in the Canada Survival Plan and more recently by Canada Emergency Measures Project Phoenix.

Ministerial responsibility for the Canada Emergency Measures Organization has been transferred to the Minister of National Defence. The ensuing organizational changes in EMO and budgetary limitations re-emphasize the responsibility of all departments to make emergency planning an

integral part of their functions. The Canada Department of Labour is co-operating fully in this respect.

With the close of the year under review responsibility for Canada Department of Labour Emergency Planning will be transferred to the International Labour Affairs Branch.

### **Winter House Building Incentive Program**

The Winter House Building Incentive Program, designed to stimulate winter employment by creating a demand for winter-built homes, was discontinued after the 1965-66 winter. Under this program an incentive of \$500 was paid for each dwelling unit constructed during the winter months. Follow-up action was maintained during the past year, for paying off outstanding applications for houses that qualified under the programs for 1963-64, 1964-65 and 1965-66. Applications received were processed and approved, and the details of expenditures for the year are given in Table 1. With the termination of the program and the phasing out of the Special Services Branch, files outstanding as of March 31, 1969 were closed out and no further incentive payments will be made.

**Table 1 – Winter House Building Incentive Program: Amount of Incentive Payments Made,  
Fiscal Year 1967–68**

Provinces	1963-64 Program		1964-65 Program		1965-66 Program	
	No. of Units	Amount \$	No. of Units	Amount \$	No. of Units	Amount \$
Newfoundland .....	—	—	—	—	—	—
Prince Edward Island .....	—	—	—	—	—	—
Nova Scotia .....	—	—	—	—	—	—
New Brunswick .....	—	—	—	—	1	500
Quebec .....	40	20,000	13	6,500	25	12,500
Ontario .....	1	500	2	1,000	16	8,000
Manitoba .....	—	—	—	—	—	—
Saskatchewan .....	—	—	—	—	—	—
Alberta .....	—	—	2	1,000	—	—
British Columbia .....	1	500	—	—	3	1,500
Yukon & Northwest Territories .....	—	—	—	—	—	—
<b>Total</b>	<b>42</b>	<b>21,000</b>	<b>17</b>	<b>8,500</b>	<b>45</b>	<b>22,500</b>

**Table 2 – Layoffs for which the Department Received Certificates from the Adjustment Assistance Board,  
Fiscal Year 1967–68**

Employers	No. of Employees
Coulter Manufacturing Limited, Oshawa, Ontario (1) .....	15
(2) .....	16
(3) .....	10
Firestone Industrial Products Division, Lindsay, Ontario .....	266
Ford Motor Company of Canada Ltd., Oakville, Ontario .....	1,000
Raybestos-Manhattan (Canada) Limited, Peterborough, Ontario (1) .....	33
(2) .....	25
Trim Trends Canada Ltd., Ajax, Ontario .....	94
<b>Total</b>	<b>1,459</b>

**Table 3 — Transitional Assistance Benefit Payments**  
**Fiscal Year 1968-69\***

TAB claims filed .....	827
Allowed .....	400
Disqualified — SUB recipient .....	15
Unable to qualify — not certified .....	180
Unable to qualify — no UIC Benefit Period .....	45
Unable to qualify — insufficient qualifying weeks .....	144
Pending March 31, 1969 .....	62
TAB paid .....	359,511
No. of weeks .....	20,602
Average weekly payment .....	\$17.45

\*Information compiled from monthly reports received from U.I.C.

## **LIBRARY SERVICES**

The Department maintains a library in its headquarters building to provide a range of reference and bibliographical services to departmental officers and employees, government departments and researchers from academic, labour and business fields, making available a comprehensive collection of material on Canadian and international aspects of labour.

Bibliographies on a wide variety of subjects in the area of interest are maintained for issue as well as a detailed index to current periodicals that are not covered by published indexes.

Among the material that makes the Library unique are a set of Canadian union papers in microfilm form and many American union papers of the past few years, also on microfilm.





SERVICES DE BIBLIOTHÈQUE

Le ministère possède dans l'immeuble de l'administration centrale une bibliothèque qui assure une série de services de documentation et de bibliographie à ses cadres et employés, de même qu'aux ministères du gouvernement et aux chercheurs au niveau des universités, du monde du travail et des affaires, mettant à leur disposition une vaste collection d'ouvrages portant sur les aspects canadien et international du travail.

On y établit, pour les distribuer, des bibliographie traitant d'une vaste gamme de sujets d'intérêt courant, de même qu'un répertoire détaillé des périodiques non inclus dans les répertoires publiés.

Parmi la matière qui fait que la bibliothèque est unique en son genre, il se trouve une série, sur microfilms, des journaux syndicaux du Canada, de même qu'une série, également sur microfilms, de plusieurs journaux syndicaux publiés aux États-Unis depuis quelques années.

827	Demandes reçues
400	Demandes approuvées
15	Rejetées — Prestations supplémentaires de chômage reçues par le demandeur
180	Ne répond pas aux exigences — Pas de certificat
45	Ne répond pas aux exigences — Pas de période de prestations d'assurance-chômage
144	Ne répond pas aux exigences — Faute du nombre de semaines requis
62	En suspens le 31 mars 1969
359,511	Allocations d'aide de transition payées
20,602	Nombre de semaines
\$17.45	Allocation hebdomadaire moyenne

\* Source: Les rapports mensuels de la Commission d'assurance-chômage.

Tableau 3 — Paiements d'allocations d'aide de transition, année financière 1968-69\*

Tableau 1 — Programme d'encouragement à la construction de maisons en hiver : montant des primes payées au cours de l'année financière 1967-68

Provinces	Programme 1963-1964		Programme 1964-1965		Programme 1965-1966	
	Nombre d'unités	Montant \$	Nombre d'unités	Montant \$	Nombre d'unités	Montant \$
Terre-Neuve .....	—	—	—	—	—	—
Ile-du-Prince Edouard .....	—	—	—	—	—	—
Nouvelle-Ecosse .....	—	—	—	—	—	—
Nouveau-Brunswick .....	—	—	—	—	1	500
Québec .....	40	20,000	13	6,500	25	12,500
Ontario .....	1	500	2	1,000	16	8,000
Manitoba .....	—	—	—	—	—	—
Saskatchewan .....	—	—	—	—	—	—
Alberta .....	—	—	2	1,000	—	—
Colombie-Britannique .....	1	500	—	—	3	1,500
Territoire du Yukon et du Nord-Ouest .....	—	—	—	—	—	—
<b>Total</b>	<b>42</b>	<b>21,000</b>	<b>17</b>	<b>8,500</b>	<b>45</b>	<b>22,500</b>

Tableau 2 — Mises à pied pour lesquelles la Commission d'aide de transition a transmis des certificats au ministère, année financière 1967-68

Employeurs	Nombre d'employés
Coulter Manufacturing Limited, Oshawa (Ont.) (1) .....	15
..... (2) .....	16
..... (3) .....	10
Firestone Industrial Products Division, Lindsay (Ont.) .....	266
Ford Motor Company of Canada Ltd., Oakville (Ont) .....	1,000
Raybestos-Manhattan (Canada) Limited, Peterborough (Ont.) (1) .....	33
..... (2) .....	25
Trim Trends Canada Ltd., Ajax (Ont.)	94
<b>Total</b>	<b>1,459</b>



bation provisoire aux projets d'ordonnances et de règlements, après des visites à chacune d'entre elles. Le Comité ministériel d'étude des programmes d'urgence a continué d'assurer l'aptitude du ministère à réaliser les buts et objectifs qui lui ont été fixés dans le cadre du Plan de survie du Canada et, plus récemment, dans le cadre du Programme Phoenix de mesures d'urgence pour le Canada.

C'est au ministre de la Défense nationale qu'a été confié le soin de veiller désormais à l'Organisation des mesures d'urgence du Canada. Les modifications d'organisation qui en sont découlées au sein de l'OMU et certaines restrictions budgétaires soulignent une fois de plus le fait que tous les ministères doivent faire de la planification d'urgence une partie intégrante de leurs fonctions. Le ministère du Travail du Canada coopère pleinement dans ce sens.

A la fin de l'année sur laquelle porte le présent rapport, c'est à la Direction des affaires internationales du travail que sera confiée la responsabilité de la planification d'urgence pour le ministère du Travail du Canada.

### **Programme d'encouragement à la construction de maisons en hiver**

Le Programme d'encouragement à la construction de maisons en hiver, destiné à stimuler l'emploi en hiver en créant une demande pour la construction de maisons en cette saison, a été abandonné après l'hiver 1965-1966. Dans le cadre de ce programme, une prime de \$500 était payée pour chaque unité d'habitation construite au cours des mois d'hiver. On a cependant continué, au cours de l'année écoulée, de verser des primes à ceux dont la demande avait été acceptée en vertu des programmes de 1963-1964, 1964-1965 et 1965-1966. Les demandes reçues ont été examinées et approuvées, et on trouvera au tableau I le détail des dépenses dans l'année. Ce programme étant maintenant terminé et les activités de la Direction des services spéciaux ayant pris fin, les dossiers non complétés au 31 mars 1969 ont été classés, et aucune prime ne sera plus versée.

En vertu du programme modifié, une période uniforme de 3 ans s'appliquera désormais dans le cas de tous les travailleurs admissibles, à partir de la date de la mise à pied, quel que soit le moment où cette dernière est certifiée. Cela signifie de fait qu'une période établie de droit aux allocations restera en vigueur tant que tous les paiements prévus n'auront pas été versés, ou jusqu'à la nouvelle date d'expiration du programme, à savoir le 30 juin 1973.

Pour avoir droit à l'assistance, les travailleurs doivent avoir perdu leur emploi du fait d'une diminution de production résultant de la mise en application de l'accord canado-américain de l'automobile. Le droit aux allocations est déterminé par la Commission d'aide de transition. Le paiement des allocations s'effectue par l'entremise des bureaux locaux de la Commission d'assurance-chômage.

Au cours de l'année, les fonctionnaires de la Direction des services spéciaux ont participé à des enquêtes destinées à déterminer si les mises à pied qui se sont produites dans l'industrie de l'automobile, et pour lesquelles une demande d'attestation a été soumise à la Commission d'aide de transition, étaient attribuables à la mise en vigueur de l'accord canado-américain de l'automobile. On trouvera dans le tableau II la liste des mises à pied certifiées par la Commission d'aide de transition et pour lesquelles des certificats ont été transmis au ministère du Travail au cours de l'année dernière. La Direction des services spéciaux devant cesser d'exister à la fin de l'année financière en cours, le bureau du Directeur général de la recherche et du développement se chargera d'appliquer le programme d'allocations d'aide de transition.

### **Planification d'urgence**

La Planification d'urgence des services spéciaux a poursuivi son activité en ce qui concerne la planification d'urgence au ministère.

Toutes les provinces ont donné leur appro-

exclusion faite de celles qui se rapportent aux dispositifs de sécurité des machines, visaient à prévenir les blessures aux mains et aux bras.

*Autres services* — La Direction offre ses services à l'Association canadienne des administrateurs de la législation ouvrière (ACALO), organisation permanente groupant les sous-ministres et d'autres hauts fonctionnaires des ministères du Travail, fédéral et provinciaux, et se réunissant tous les ans. Un fonctionnaire de la Direction remplit le poste de secrétaire-trésorier de l'organisation.

Pour les délibérations de la 27<sup>e</sup> conférence de l'Association, tenue à Toronto du 19 au 21 août 1968, la Direction a préparé un rapport traitant des faits saillants, depuis 1967, relatifs à l'adoption et à l'application des lois du travail au Canada. Parmi les autres questions à l'ordre du jour notons: le premier rapport d'une enquête sur les relations du travail dans la construction au Canada, enquête entreprise dans le cadre du Centenaire par l'Association canadienne de la construction; le travail de recherche de l'Équipe spécialisée du gouvernement fédéral en relations du travail; la sécurité du travail, en regard surtout aux problèmes d'application, d'encouragement et de recherche; les droits de l'homme; les rapports des comités permanents de l'Association relativement à la statistique et à la recherche, à la sécurité, au développement et à la formation des fonctionnaires des ministères du Travail. Le comité de la statistique et de la recherche a présenté un rapport spécial sur les critères servant à la fixation du salaire minimum.

## SERVICES SPÉCIAUX

### Allocations d'aide de transition

Le Programme d'allocations d'aide de transition, approuvé en juin 1965 par le Cabinet, a pour but de venir en aide aux travailleurs canadiens de l'industrie des pièces d'automobiles, qui ont eu à subir les répercussions défavorables de l'accord canado-américain de l'automobile. Le programme devait d'abord prendre fin le 31 juillet 1968. Une décision du Conseil privé portant le numéro 1968-1733, en date du 5 septembre 1968, l'a prorogé jusqu'au 10 décembre 1968. Une décision du Cabinet, en date du 10 décembre 1968, l'a ensuite prolongé jusqu'au 30 juin 1970. De ce fait, les allocations peuvent maintenant être versées aux bénéficiaires jusqu'en juin 1973. Elles vont de 62 à 75 p. 100 du salaire hebdomadaire du travailleur, à condition que le pourcentage hebdomadaire maximum ne dépasse pas 65 p. 100 de la moyenne hebdomadaire des salaires et traitements de l'indus-

les tribunaux de décisions des commissions de relations ouvrières, de même que des causes traitant de la validité de la procédure suivie dans les cas de fusion de syndicats, de l'effet des statuts du CTC sur les sections des syndicats affiliés, du mépris de cour par des dirigeants syndicaux et de l'effet exécutoire des scrutins de grève tenus sous surveillance du gouvernement.

On a révisé et mis à jour la publication annuelle de la Direction intitulée "Les normes du travail au Canada" de façon à y incorporer les modifications aux lois et aux règlements d'application dans le domaine des normes du travail, jusqu'à la fin de décembre 1968. Cette publication expose les normes minimales établies par les lois fédérales et provinciales du travail en ce qui concerne le travail des enfants, le salaire minimum, l'égalité de rémunération pour un travail égal, la durée du travail, le repos hebdomadaire, les congés annuels payés, les jours fériés légaux, les justes méthodes d'emploi, le préavis de fin d'emploi, la protection de la maternité et la réparation des accidents du travail. Le rapport englobe les normes établies par voie d'ordonnances du travail dans les Territoires du Yukon et du Nord-Ouest.

Afin de garder à jour l'étude de la Direction sur "La réparation des accidents du travail au Canada en 1967" on a publié une brochure intitulée: "Modifications apportées en 1968 aux lois sur la réparation des accidents du travail et à leur application".

Le document de référence sur le salaire minimum en vigueur dans les provinces a été révisé deux fois au cours de l'année.

### Rapports et mémoires

En réponse à des demandes d'information provenant de gouvernements, d'institutions, d'organisations d'employeurs et de travailleurs ainsi que de particuliers, la Direction a fourni divers renseignements et rédigé des mémoires sur une grande variété de lois du travail. Un certain nombre de ces demandes, en provenance de pays étrangers, réclamaient des renseignements sur divers aspects de la législation canadienne concernant la négociation collective et le règlement des différends. On a effectué une étude approfondie des règlements de sécurité et de premiers soins applicables aux travailleurs agricoles et forestiers de tout le pays. Le ministère du Travail, les commissions de réparation des accidents du travail et d'autres organismes, notamment les associations de prévention des accidents, ont coopéré à cette étude. Une autre étude, qui a exigé beaucoup de recherche, a permis de déterminer dans chaque province les mesures législatives qui,



La Direction de la législation a poursuivi son étude de la législation du travail au Canada ainsi que dans d'autres pays et elle a continué à fournir des renseignements et des services consultatifs en se fondant sur ces études.

Au cours de l'année, elle a accordé une

attention toute particulière aux recherches dans le

domaine de la législation en matière de relations du

travail. La Direction a participé à un programme de

recherches pour l'Équipe spécialisée en relations

de travail, constituée par le premier ministre, et

aux études du ministère en vue de modifier la Loi

sur les relations industrielles et sur les enquêtes

visant les différends du travail. Elle a aussi étudié

en détail la loi de la Colombie-Britannique créant

une commission de médiation et la loi du Québec

sur les relations du travail dans l'industrie de la

construction, car ces deux lois ont instauré de

nouvelles méthodes pour régler les conflits du

travail. L'analyse de ces lois a porté également sur

les problèmes qui ont donné lieu à de nouvelles

formes d'intervention gouvernementale et sur

l'expérience acquise en appliquant ces lois.

Dans le dessein de faciliter l'étude de la

législation sur les relations du travail, on a révisé

l'étude intitulée "la législation en matière de

relations du travail au Canada" de sorte que les

modifications apportées aux lois en 1968 pourront

y être incorporées lors de sa publication. Cette

étude compare les principales dispositions de

toutes les lois adoptées sur les plans fédéral et

provincial.

La Direction a été représentée au sein d'un

certain nombre de comités ministériels chargés

d'étudier quelques aspects des lois concernant les

normes du travail.

Plusieurs rapports sur l'application des

conventions ratifiées par le Canada ont été préparés

pour être présentés à l'Organisation internationale

du Travail. On a rédigé des exposés sur la loi et la

pratique au Canada dans différents domaines,

comme ceux de la discrimination en matière

d'emploi, des dispositifs de protection aux

machines et de la sécurité et de l'hygiène dans les

lieux de travail, afin de pouvoir établir des compa-

raisonnements entre les normes canadiennes et les

recommandations et conventions internationales

du travail. Un fonctionnaire de la Direction a siégé

au comité constitué pour rédiger la réponse du

Canada au questionnaire se rapportant à deux

questions à l'ordre du jour de la 53<sup>e</sup> Conférence

internationale du Travail.

Le chef de la Division des recherches sur la

législation a fait partie, en juin 1968, de la

délégation canadienne à la Conférence interna-

tionale du Travail et a été membre de la Commis-

sion chargée d'étudier l'application des conventions

et recommandations. Il s'agit de la commission

permanente de la Conférence qui examine les lois

nationales afin de déterminer si elles sont en

conformité avec les conventions ratifiées.

*Programme de publications* — Dans le cadre

de son programme permanent d'étude et d'analyse

de la législation ouvrière au Canada, la Direction a

préparé une série de trois rapports (119 pages)

portant sur tous les projets de loi du travail et les

autres projets de loi intéressant le monde du

travail, déposés au Parlement et aux Assemblées

législatives au cours des sessions parlementaires

1967-1968. Ces rapports précisent le motif

fondamental, la portée et la matière de chaque

projet de loi et suit son cheminement jusqu'à la

sanction royale ou l'abandon. Ils sont expédiés

aux fonctionnaires du travail des gouvernements et

à toute personne intéressée qui en fait la demande;

leur préparation est rendue possible grâce à la

collaboration des Assemblées législatives qui four-

nissent des exemplaires de leurs projets de loi, des

comptes rendus des séances de mise aux voix et des

débats.

Plus tard dans l'année, la Direction a préparé

pour la Gazette du Travail une série d'articles

contenant une étude détaillée des modifications

apportées au cours de l'année dans les lois comme

dans les principaux règlements. Ces articles, publiés

dans trois numéros de la Gazette du Travail,

LXVIII, n° 12 et Vol. 69, n° 1 et 2, traitaient des

relations du travail, des normes du travail, de la

sécurité du travail ainsi que de la réparation des

accidents du travail, de la formation profession-

nelle et de l'apprentissage. Ils ont été réimprimés et

rendu des nouveaux règlements importants, d'inté-

rets immédiats pour les employeurs et les travail-

leurs, comme le Règlement d'application de la

nouvelle loi de l'Ontario sur les normes d'emploi et

les règlements haussant le salaire minimum dans les

provinces.

Les décisions juridiques d'intérêt ouvrier ont

été publiées chaque mois dans la section de la

Gazette du Travail concernant la législation du

travail. On a choisi des causes où il s'agissait de

conflits d'ordre constitutionnel et de révision par



extérieures. Ce travail était relié principalement à l'activité du Comité de la main-d'œuvre et des affaires sociales et du Groupe de travail sur les coûts de production et les prix, au sein du Comité de politique économique, et il a nécessité la présence de représentants de notre ministère à un certain nombre de réunions convoquées pour discuter de question touchant à ces domaines.

### Autres activités

La Direction des affaires internationales du travail s'occupe également d'une grande variété d'autres questions qui touchent au domaine international. La Direction conseille le ministère des Affaires extérieures et d'autres ministères sur des questions qui sont de la compétence de notre ministère et qui peuvent se poser aux Nations Unies ou à d'autres institutions spécialisées telles que l'UNESCO. Elle participe également à la coordination de la politique du gouvernement du Canada dans ces domaines.

La Direction met au point des renseignements destinés à orienter sa participation aux réunions internationales et pour servir de base à l'élaboration d'une politique au Canada, et en réponse à des demandes de renseignements émanant de diverses organisations et institutions du Canada. En règle générale, toutes les demandes de renseignements, les rapports, les résolutions et autres documents qui ont un caractère international et se rapportent à l'activité du ministère du Travail sont soumis à la Direction.

Au cours de l'année écoulée, la Direction, en coopération avec d'autres directions et d'autres ministères, ainsi qu'avec des représentants des principales organisations d'employeurs et de travailleurs, a travaillé à l'élaboration d'un programme d'activités en commémoration du 50<sup>e</sup> anniversaire de l'Organisation internationale du Travail au Canada (1969). Parmi les activités prévues il y a lieu de mentionner une vaste gamme d'articles et d'autre matière destinés aux organes d'information et portant sur divers aspects de la participation du Canada à l'œuvre de l'OIT, l'émission d'un timbre commémoratif, des expositions fixes et itinérantes, une conférence nationale tripartite, ainsi que d'autres activités à différents niveaux et dans toutes les parties du Canada, en vue de renseigner le public sur l'importante contribution apportée par l'OIT au progrès dans le monde au cours des 50 dernières années, et sur l'appui que le Canada lui a fourni pour la réalisation de ses buts et de ses objectifs.

technique dans le domaine du travail et facilité, au besoin, les programmes de formation destinés aux stagiaires qui étudient l'administration en matière de travail au Canada, en vertu d'ententes avec le Bureau de l'aide extérieure et dans le cadre des programmes de bourses de perfectionnement de l'OIT. Plusieurs stagiaires de l'OIT originaires du Moyen-Orient, de l'Afrique, des Caraïbes et de l'Amérique latine ont été accueillis au Canada où ils ont suivi des programmes de perfectionnement au cours de l'année. Un des stagiaires, originaire du Pérou, a étudié pendant trois mois la sécurité et l'hygiène dans les mines du Canada.

### Études

Cette Division, créée en 1967, a poursuivi ses analyses à long terme de divers groupes de conventions de l'OIT, en regard des lois fédérales et provinciales pertinentes, en vue d'apporter plus de clarté sur la mesure dans laquelle on se conforme à ces normes internationales au Canada et sur les nouveaux moyens à prendre pour parvenir à une observation intégrale et à une ratification éventuelle des conventions de l'OIT par le Canada.

La Division a également participé à des consultations fédérales et provinciales concernant la détermination de l'attitude à prendre quant à la politique du Canada en ce qui concerne les points techniques de l'ordre du jour des prochaines conférences de l'OIT, y compris les réponses aux questionnaires. On a également établi des rapports pour l'OIT sur l'application des conventions ratifiées par le Canada ainsi que certains rapports périodiques sur l'application d'autres conventions et recommandations de l'OIT.

Le deuxième secteur de travail principal est lié à l'organisation et au maintien d'un système de communications plus étroites entre la Direction et ses conseillers du travail affectés aux ambassades du Canada à l'étranger. Ces rapports et ces dépêches sont en voie d'analyse, et des passages pertinents seront distribués sur le plan fédéral ainsi qu'à l'extérieur, à des personnalités qui s'intéressent aux événements internationaux concernant le travail.

### Organisation de coopération et de développement économiques

La Direction a continué son travail dans le secteur d'activité du ministère qui se rapporte à l'OCDE, en collaboration avec le Service d'établissements des programmes du ministère de la Main-d'œuvre et de l'Immigration, et avec la Direction des affaires économiques du ministère des Affaires

manufacturière et des mesures sont prises actuellement pour l'étendre à certaines industries non manufacturières selon un cycle commençant en 1969. Un résumé des résultats de l'enquête effectuée en 1967 a été publié au cours de 1968 et il y figurait de nouvelles indications de l'importance relative des frais qu'entraînent les primes de salaire et les prestations par rapport aux salaires et aux traitements normaux. On est actuellement à rédiger un rapport d'ensemble sur les données collectées en 1967.

Au cours de l'année, la Division a également prêté son aide à l'examen des pratiques en matière de congé de maternité dans l'industrie et à l'étude de l'emploi à temps partiel; elle a également aidé à mener une enquête sur la répartition des salaires et traitements dans les industries qui relèvent de l'autorité fédérale en ce qui concerne les questions ouvrières. La Division a également mené une étude-pilote sur la répartition des salaires dans l'Ontario, en collaboration avec le ministère provincial du Travail.

En mai 1968, le chef de la Division a fait un voyage d'un an à Kuala-Lumpur, en vue de conseiller le gouvernement de Malaisie sur la statistique et la recherche en matière de travail, en vertu du programme d'assistance technique de l'Organisation internationale du Travail. Comme dans les années passées, on a nommé un membre du personnel de la Division secrétaire de la Commission de la statistique et des recherches de l'Association canadienne des administrateurs de la législation ouvrière.

## AFFAIRES INTERNATIONALES DU TRAVAIL

La tâche principale de la Direction des affaires internationales du travail a été, comme par le passé, de coordonner toutes les responsabilités du ministère dans le domaine international du travail, dont les plus importantes sont l'établissement de normes, l'assistance technique et d'autres programmes de l'Organisation internationale du Travail. L'OIT est unique en son genre parmi les institutions spécialisées des Nations Unies; elle a été établie en 1919, sur une base tripartite, pour servir de tribune à des entretiens entre les gouvernements, les employeurs et les travailleurs. Le Canada en a été un des membres fondateurs.

### Conférences et assistance technique

La Direction a pris les dispositions nécessaires pour assurer la participation de délégations tripartites du Canada à environ 15 réunions de l'OIT, au

cours de l'année, y compris les instructions aux délégués du gouvernement et l'établissement de rapports ultérieurs. Toutes ces réunions ont eu lieu à Genève, à l'exception de celle d'une commission consultative américaine qui s'est réunie à San Salvador; un observateur du ministère a également été envoyé à la Conférence régionale des pays asiatiques, à Tokyo. Des représentants du Canada ont également assisté à Paris, à trois sessions de l'OCDE sur la main-d'œuvre et les affaires sociales, et à une conférence de l'OCDE sur les fluctuations dans l'emploi, à Londres.

La 52<sup>e</sup> Conférence de l'OIT, en juin 1968, a donné lieu à un intéressant débat, en séance plénière, sur les progrès des droits de l'homme dans le monde, y compris la lutte contre l'apartheid en Afrique du Sud. Il y a également eu un examen critique de l'application, par les Etats Membres, du Code international du Travail, particulièrement des conventions qu'ils ont ratifiées. Le budget pour 1969, d'un montant d'environ 27 millions de dollars, a été approuvé. On n'a adopté qu'un seul instrument, une recommandation concernant les fermiers-locataires et les métayers.

Le Conseil d'administration du BIT, dont le Canada est membre permanent, s'est réuni trois fois au cours de l'année. Le Canada a également été représenté à plusieurs réunions de commissions d'industries, de commissions consultatives et de groupes de spécialistes. Une réunion particulière-ment intéressante a été la Deuxième réunion technique tripartite qui a porté sur les mines autres que les mines de charbon et au cours de laquelle on a discuté de la formation à la sécurité et à l'hygiène dans ces mines, ainsi que des répercussions des fluctuations du commerce international sur l'emploi et les conditions de travail.

Au cours de l'année financière, on a continué à verser des subventions annuelles au Centre international de perfectionnement professionnel et technique de Turin, en Italie, et à l'Institut international d'études sociales, de Genève. Cette dernière subvention assure aussi l'envoi d'un savant canadien spécialisé, en congé d'études à l'Institut, où il poursuivra des recherches sur une question ouverte importante, d'intérêt international. En consultation avec d'autres ministères intéressés, la Direction définit la position du gouvernement du Canada vis-à-vis des questions d'assistance technique, aux réunions de l'OIT, et elle analyse et évalue les programmes de l'OIT dans ce domaine. Elle donne aussi des conseils relativement aux programmes canadiens d'assistance



à plus de 30,000 employés ayant généralement 20 travailleurs ou plus à leur emploi. L'enquête se rapporte à la plupart des industries, régions et grandes villes du Canada et fournit des renseignements sur le nombre de travailleurs et les taux de salaire à l'égard de 1,000 emplois différents. En 1968, on a publié des résultats préliminaires concernant 57 localités et 24 industries dans un délai de six à douze semaines, à compter de la date de l'enquête. Les résultats définitifs sont d'abord publiés sur des feuilles mobiles qui sont diffusées dans le public sur abonnement et plus tard sous la forme d'un volume relié de 400 pages intitulé "Taux de salaires, traitements et heures de travail". La publication des données sous leur forme préliminaire a pour but de faire connaître les renseignements obtenus le plus tôt possible. En 1968, la Division a également publié sous forme préliminaire les chiffres concernant les variations de salaires et de traitements rattachés à des emplois particuliers survenues depuis l'enquête précédente qui avait lieu en 1967.

Les résultats de l'enquête sur les taux de salaire sont aussi employés couramment pour satisfaire aux besoins spéciaux de certains organismes gouvernementaux et privés en renseignements statistiques concernant ces sujets. En 1968, de même qu'au cours des années précédentes, les données ont été fournies à plusieurs gouvernements provinciaux dans le cadre d'accords de coopération ou d'enquêtes faites en collaboration. Certaines provinces se servent de ces renseignements pour la rédaction de publications spéciales qui indiquent de façon plus détaillée les renseignements recueillis dans la province en question. Parmi les autres grands organismes qui se servent de ces renseignements, on compte le Bureau de recherches sur les traitements de la Commission des relations de travail dans la Fonction publique, les membres de l'Association des manufacturiers canadiens et d'autres associations patronales et syndicales, des congrès de syndicats et des chercheurs en économie du travail et en relations industrielles.

L'enquête sur les conditions de travail est menée à tous les ans, le 1<sup>er</sup> avril, chez les mêmes employeurs que l'enquête sur les taux de salaire et relève, par province et par industrie, la présence de certaines conditions de travail et leurs particularités. Les résultats de l'enquête sont publiés dans un rapport annuel intitulé "Conditions de travail dans l'industrie canadienne".

En 1967 et 1968, l'enquête sur certains coûts de main-d'oeuvre a été réalisée dans l'industrie

financière terminée le 31 mars 1969, les demandes d'information ont portées sur une grande variété de sujets comme les conditions de travail, les salaires, les traitements, la durée du travail, des questions d'information particulière sur les industries du ressort fédéral, les négociations collectives et l'évolution des salaires.

Une autre tâche de la Section consiste à préparer la documentation spécialisée pour l'Organisation internationale du Travail. La documentation fournit annuellement un rapport destiné à l'annuaire de l'OIT sur la statistique du travail ainsi qu'une statistique des taux de salaire et de la durée du travail. A la demande de l'OIT, on a également entrepris des études sur les industries chimiques et minières (mines autres que le charbon) ainsi que sur les déplacements de la population active occupée à la fabrication.

La Section s'occupe également des comptes rendus qu'envoie le ministère à l'Annuaire du Canada et à la revue "Canada".

**Subventions et bourses de recherches**

La Direction continue de s'occuper de l'application du Programme de recherche du ministère du Travail et des universités et du Programme international de bourses de perfectionnement en questions de travail. Ces recherches portent sur l'économie, les relations industrielles et les autres aspects sociaux du travail. Les subventions sont accordées aux étudiants diplômés, aux membres des facultés universitaires et à d'autres personnes possédant les qualités requises et répondant aux exigences de citoyenneté et de résidence. Au cours de l'année, une bourse a été accordée en vertu du second programme et trente en vertu du premier.

**Division des enquêtes**

La principale responsabilité de la Division des enquêtes est de collecter et de diffuser des renseignements sur les taux de salaire par catégories professionnelles et sur les conditions de travail des salariés de l'industrie canadienne. Elle mène également des enquêtes spéciales sur des sujets particuliers et, conjointement avec le Bureau fédéral de la statistique, une enquête annuelle sur certains coûts de main-d'oeuvre, qui a débuté l'année dernière. De plus, cette Division collecte des données sur les accidents du travail et sur les accidents mortels du travail au Canada.

L'enquête sur les taux de salaire, les traitements et la durée du travail est menée tous les ans, le 1<sup>er</sup> octobre, au moyen d'un questionnaire posté



Division ont assisté aux délibérations du Congrès du travail du Canada et à celles de la Confédération des syndicats nationaux.

#### Division des programmes spéciaux

La Division des programmes spéciaux entreprend des recherches et conseille la Direction de la prévention des accidents et de l'indemnisation, la Direction des justes méthodes d'emploi, la Direction de la consultation ouvrière-patronale, la Direction des pensions dans l'industrie et des rentes sur l'Etat afin de les aider à formuler les politiques du ministère ainsi qu'à mettre au point des programmes de recherche.

Deux études ont été entreprises au cours de l'année pour le Bureau de la main-d'oeuvre féminine. La première d'une série d'enquêtes a porté sur l'emploi à temps partiel dans le commerce de détail au Canada. L'étude a été faite à partir d'interviews dans les grands magasins et les grandes épicerie, et paraitra vers le milieu de 1969. La deuxième étude a porté sur les congés de maternité dans l'industrie canadienne. Elle se fonde sur une enquête menée en collaboration avec la Division des enquêtes. Le rapport, qui a paru en mars 1969, donne beaucoup de détails touchant 21 industries, sur les conditions d'admissibilité, la durée du congé, l'ancienneté et la réintégration dans l'emploi, le maintien du revenu durant le congé; les pratiques qui ont cours dans les fonctions publiques fédérale et provinciales ont également été étudiées.

La Division publie annuellement, pour le compte du Bureau de la main-d'oeuvre féminine, un rapport intitulé: "Faits et données sur la main-d'oeuvre féminine". Cette publication est tellement en demande que le nombre d'exemplaires dépassent le chiffre record de 5,000.

Pour le compte de la Direction de la législation, la Division des programmes spéciaux s'est occupée de mettre à jour une étude qui s'intitule *La législation sur les relations du travail au Canada*, parue en préédition en 1966, afin qu'il y figure toutes les modifications adoptées au cours de la période se terminant avec la fin de 1968.

#### Section des demandes d'information

La tâche essentielle de la Section des demandes d'information est de répondre aux demandes de renseignements sur les publications et les travaux de recherche effectués par la Direction. La Section constitue une source centrale de renseignements aux fins des communications internes, des échanges interministérielles et des demandes provenant du public en général. Au cours de l'année

plus avec des renseignements quant à l'importance et un bref compte rendu des questions en litige et des résultats. Le rapport annuel intitulé *Grèves et lock-out au Canada, 1967*, élaboré au cours de l'année, donne une statistique complète des caractéristiques des arrêts de travail survenus au cours de l'année financière la plus récente en même temps que des commentaires indiquant les aspects essentiels de cette statistique.

Une somme assez considérable de renseignements au sujet des effectifs des syndicats est mise à la disposition des provinces à la suite d'ententes conclues par le Comité de statistique et de recherche de l'Association canadienne des administrateurs de la législation ouvrière. Dans certains cas, la province collabore à l'enquête sur les sections locales en s'occupant des questionnaires. La Division est également en liaison avec les provinces pour faciliter l'exécution du programme de statistiques sur les grèves.

Au cours de l'année écoulée, on a poursuivi l'étude sur l'évolution des syndicats au Canada; c'est un examen empirique de l'évolution des effectifs syndicaux de 1921 à 1967 selon l'industrie, la région, la taille du syndicat et d'autres caractéristiques, et on s'attend à ce que l'étude soit publiée au cours de 1969-1970. L'étude comprend environ vingt graphiques établis à partir de tableaux présentant des renseignements sur les divers aspects de l'évolution syndicale et le tout est accompagné de commentaires.

La mise en tableaux de la statistique des grèves a été automatisée par ordinateur au cours de l'année. Dans le cadre de ce même projet, on a produit à l'aide d'un ordinateur une série de tableaux détaillés illustrant les arrêts de travail de 1947 à 1967 en vue d'une étude des grèves et lock-out survenus durant la période d'après-guerre qui sera faite en collaboration avec la Division des recherches en relations industrielles.

La Division a conseillé et documenté les hauts fonctionnaires du ministère chargés d'élaborer des politiques ayant trait à ses deux principales tâches. Elle a également répondu à beaucoup de demandes provenant du gouvernement et du secteur privé au sujet des organisations ouvrières et des arrêts de travail. Au cours de l'année, des employés de la

per, à Toronto, au programme de développement du bilinguisme et du biculturalisme.

## Division des organisations de travailleurs et des conflits du travail

La Division est chargée de faire des enquêtes et des travaux de recherches et de développer sur le nombre d'adhérents et la structure des syndicats ouvriers ainsi que la collecte, la compilation et l'analyse d'informations sur les grèves et les lock-out au Canada. Le résultat de ces activités paraissent dans des publications annuelles, dans la Gazette du Travail, dans des communiqués et sous forme d'études spéciales.

L'enquête annuelle auprès des bureaux centraux des syndicats a été menée en janvier et on a publié par la suite la 57<sup>e</sup> édition du répertoire syndical intitulé "Organisations de travailleurs au Canada, 1968". Cette publication contient une statistique complète sur le nombre d'adhérents, de même que sur l'affiliation aux centrales syndicales, le genre de syndicats et leur importance; il comprend également des données sur le nombre de membres de chaque syndicat, le nom et l'adresse de leurs principaux dirigeants ainsi qu'une répartition des sections locales selon la province.

L'enquête annuelle auprès des sections locales a été menée en janvier. Cette enquête permet d'obtenir des renseignements détaillés sur le fait syndical dans l'économie selon l'industrie, la province et la localité; les résultats ont été publiés dans la livraison de mars 1969 de la Gazette du Travail sous la rubrique "Répartition des effectifs syndicaux au Canada en 1968, par industrie et par zone géographique".

Au sujet des grèves et des lock-out, la principale source de données sur ces arrêts de travail provient du réseau de Centres de main-d'œuvre du Canada ainsi que du ministère de la Main-d'œuvre et de l'Immigration. Les rapports obtenus auprès de ces bureaux sont complétés dans certains cas par des renseignements provenant de ministères provinciaux et d'articles de presse. On publie à chaque mois un communiqué donnant un sommaire des arrêts de travail survenus le mois précédent. Chaque mois, la Gazette du Travail présente une statistique provisoire sur le nombre d'arrêt de travail, le nombre de travailleurs touchés, la durée totale en jours-homme ainsi que la proportion estimative d'heures de travail perdues à cause des grèves et des lock-out; elle présente également une statistique par industrie, selon la compétence fédérale ou provinciale, ainsi qu'une liste des divers arrêts de travail ayant touché 100 travailleurs ou

expiration, dont le nombre actuel atteint environ 3,500 par année; ceci afin d'obtenir des renseignements sur la durée et les diverses étapes des négociations qui précèdent l'accord final. Les résultats de ces relevés seront publiés à chaque mois.

L'agrandissement de la bibliothèque et l'expansion des activités d'enquête visant à rassembler les conventions collectives ont accru également la portée de la publication intitulée *Calendar of Expiring Agreements*; cette publication s'intéresse aux grandes conventions groupant 500 salariés et plus, à l'exclusion de l'industrie du bâtiment. Le calendrier publié avant 1969 a été largement reproduit et continuera de paraître annuellement avec une révision supplémentaire publiée aux environs de juin.

Beaucoup des ressources de la Section de l'analyse ont été consacrées à la rédaction d'un manuel de codage destiné à l'enregistrement de ces conventions sur bandes magnétiques. Il a fallu beaucoup de temps pour mettre au point ce vaste programme. Il a fallu tenir plusieurs réunions et obtenir la collaboration d'organismes tels que le Congrès du travail du Canada, l'Association des manufacturiers canadiens, d'autres ministères du gouvernement fédéral, des ministères provinciaux du Travail ainsi que d'autres organismes du secteur privé. Le programme de traitement sera mis au point durant l'année financière 1969-1970 et permettra à la Division d'entreprendre régulièrement un grand nombre d'analyses des conventions ainsi que de répondre à des demandes spéciales et de fournir des tableaux d'un intérêt particulier pour des usagers spécialisés.

Il est intéressant de noter la forte augmentation du nombre de conventions collectives conclues par des travailleurs des fonctions publiques, soit de la Fonction publique du Canada, soit des divers services provinciaux et municipaux; l'activité de la Division s'applique désormais à cet important secteur de la population active. Lorsque les conventions provenant de l'industrie du bâtiment seront intégrées à ce système, soit au cours de 1969-1970, la Division sera alors en mesure de baser ses données sur un échantillon représentatif de tous les groupes de la population active au Canada qui sont soumis à des conventions collectives.

Une étude intitulée *Issues in Collective Bargaining* a été préparée par la Division à l'intention de l'Équipe spécialisée en relations ouvrières. Le chef de la Division a bénéficié d'un congé au cours de l'année pour lui permettre de partici-



L'influence des coûts de main-d'oeuvre sur les prix, voilà quelques-uns des sujets que la Division est chargée d'étudier.

Une analyse comparative détaillée des salaires au Canada et aux États-Unis est terminée et sera publiée sous peu. On y examine les écarts de salaires entre les deux pays et l'évolution de ces écarts, surtout depuis 1949. Des études comparatives qui porteront sur les qualités diverses de la main-d'oeuvre du Canada et des États-Unis et leurs répercussions sur les salaires et des études sur l'influence des divers facteurs économiques sur ces derniers sont en partie terminées et seront publiées plus tard.

On a poursuivi l'étude des coûts de main-d'oeuvre dans 25 industries manufacturières, mais les difficultés inhérentes ont retardé son achèvement. Celles-ci ont été résolues et l'étude devrait être terminée vers le milieu de 1969; on espère pouvoir la publier par la suite.

On a commencé à étudier la manière dont se transmettent dans l'ensemble de l'économie les variations de salaire. On se propose par cette étude de déterminer jusqu'à quel point les augmentations de salaire accordées dans une entreprise, une industrie ou un secteur de l'économie sont suivies d'augmentations semblables dans d'autres secteurs. Une partie de cette étude est consacrée à l'examen de l'hypothèse selon laquelle il existe certaines situations clés ou "situations modèles" qui provoquent les poussées de salaire dans l'économie.

Des fonctionnaires de la Division ont présenté des exposés sur la parité des salaires et sur l'inflation, l'évolution des salaires et la mobilité de la main-d'oeuvre. On a visité plusieurs universités canadiennes dans le but d'établir une meilleure coordination entre les recherches sur les salaires qui se font dans ces institutions et au ministère du Travail du Canada. On espère donner plus d'ampleur au programme de visites aux universités. Trois études menées par la Division ont été utilisées par l'Équipe spécialisée en relations industrielles, ce sont: L'évolution des salaires dans la période d'après-guerre, Les salaires au Canada et aux États-Unis: une analyse comparée, et L'étude sur les coûts de main-d'oeuvre qui n'est pas terminée.

## Division de l'analyse économique en général

La Division de l'analyse économique en général a continué d'exécuter sa tâche qui consiste à fournir, principalement pour l'usage interne des services de l'État, des analyses des mouvements généraux de l'économie, y compris de l'évolution

## Division de la négociation collective

Au cours de l'année, la Division a publié à chaque trimestre des données sur les accords de salaires figurant dans les grandes conventions collectives. Cette dernière tâche a été transmise à la Division de la négociation collective. La Division continue de faire l'analyse des divers accords de salaires tout en poursuivant ses autres tâches.

La Division de la négociation collective possède une collection complète de conventions collectives d'où elle tire les renseignements qu'elle fournit aux employeurs, aux syndicats, aux universités, aux ministères et aux sociétés de la Couronne. Ces conventions servent également de documentation de base pour la publication mensuelle "Revue de la négociation collective" ainsi que pour les analyses qui déterminent les nouvelles tendances des accords conclus, y compris les clauses concernant des sujets comme les transformations techniques. La Section des analyses a terminé deux études au cours de l'année financière close le 31 mars 1969:

1. Clauses de grandes conventions collectives de grands établissements manufacturiers, 1968;
2. Provisions in Collective Agreements covering employées in Canadian Mining Industries, 1968.

La Division publie actuellement une troisième publication traitant de l'évolution des salaires dans l'industrie canadienne. C'est un document statistique paraissant à chaque trimestre qui fait voir les changements en pourcentage des salaires aux termes des conventions collectives conclues dans tous les établissements, sauf le bâtiment, employant 500 travailleurs ou plus. Une deuxième partie renferme un résumé des changements moyens en pourcentage des salaires de base résultant des ententes conclues durant chaque trimestre. La nouvelle édition révisée est largement diffusée dans les universités et les syndicats et parmi les experts en relations professionnelles et les fonctionnaires des gouvernements fédéral et provinciaux.

Au cours de l'année, la bibliothèque des conventions collectives a été augmentée et on a commencé une enquête en vue d'obtenir toutes les conventions collectives conclues au Canada. On procède actuellement à des échanges de ces documents avec les provinces. On procède régulièrement à un relevé de toutes les conventions arrivant à



les manutentionnaires de céréales à la Tête des lacs. La Division a entrepris des recherches pour aider à régler les négociations entreprises en commun à la fin de 1968 par les syndicats d'employés de chemin de fer non roulants et, au début de 1969, par les agents de train et les ouvriers d'ateliers qui ont formé par la suite le syndicat des Travaillieurs unis des transports. D'autres travaux de recherche ont également été réalisés pour répondre au besoin des conciliateurs du ministère.

On a entrepris au cours de l'année une révision complète du catalogue des établissements relevant de la compétence fédérale. Ce catalogue qui comprend une liste de tous les établissements relevant de la compétence fédérale, par industrie et par province, sert de document de référence pour toutes les enquêtes menées auprès de ces industries.

De concert avec la Direction de la conciliation et de l'arbitrage, la Division a également commencé à mettre au point un "système d'indicateurs d'alerte" pour détecter bien à l'avance les difficultés qui pourraient surgir lors des négociations collectives dans les établissements relevant de la compétence fédérale. En mars 1968, les fonctionnaires du ministère et ceux de la Commission canadienne des transports se sont rencontrés pour discuter de plusieurs problèmes ayant trait au transport au Canada et pour mettre au point un système permettant les échanges d'idées et d'information et la discussion de problèmes qui touchent de près les fonctionnaires de la Commission ainsi que les spécialistes d'industrie de la Division des industries du ressort fédéral.

Le chef de la Division a rédigé deux exposés au cours de l'année. L'un deux, dont le titre était *Minimum Wages and Their Rationale*, a été présenté en mai 1968 au Comité de recherche et de statistique de l'Association canadienne des administrateurs de la législation ouvrière. Un autre document intitulé *Administrative Statistics in Labour Standards Programs* a été présenté en juin à la *North American Conference on Labor Statistics* qui s'est déroulée à Richmond, en Virginie.

**Division des recherches en relations industrielles**

La Division des recherches en relations industrielles est chargée d'exécuter un vaste programme de recherches théoriques destinées à mieux faire comprendre le fonctionnement interne des systèmes de relations de travail, à mieux faire connaître les facteurs externes qui sont à l'origine des problèmes se posant à l'intérieur du système et à évaluer les répercussions des rendements du

système de relations industrielles sur la réalisation des objectifs économiques et sociaux; la Division est aussi chargée de proposer des modifications aux politiques et aux programmes publics et privés qui faciliteront le fonctionnement interne du système et qui lui permettront de contribuer de façon plus directe et plus positive à la réalisation des objectifs nationaux.

Les employés de la Division ont continué leurs travaux de mise au point de principes théoriques et pratiques pour l'étude des systèmes de relations de travail; pendant ce temps, d'autres s'occupaient de deux autres projets de longue haleine, soit une évolution de certains résultats du système de relations de travail. Une étude des grèves et des conflits du travail devrait être publiée au cours de la prochaine année financière. L'étude permanente des aspects structurels de la négociation collective a permis de fournir un grand nombre de données qui ont servi de base à un exposé présenté à la réunion de 1968 de l'Institut canadien de recherches en relations industrielles, et quelques-unes de ces statistiques apparaissent dans le rapport de l'Équipe spécialisée en relations de travail. Deux études d'industrie ont également été fournies à l'Équipe spécialisée.

La Division a également collaboré à l'élaboration de la politique du ministère ainsi qu'à une revue d'une grande variété de sujets ayant trait aux relations industrielles.

Des fonctionnaires de la Division ont représenté le ministère à plusieurs conférences et symposiums traitant des relations de travail; ainsi, ils ont assisté à des réunions organisées par l'Association de recherches en relations industrielles, l'Institut canadien de recherches en relations industrielles, l'Association canadienne des administrateurs de la législation ouvrière ainsi qu'à la conférence qui a eu lieu au Centre des relations industrielles de l'Université de Toronto et où furent discutés certains points du rapport Rand. Des employés de la Division ont présenté des communications à l'Institut canadien de recherches en relations industrielles ainsi qu'à des universitaires et à d'autres groupes.

#### Division des recherches sur les salaires

La Division a pour tâche d'étudier l'évolution des salaires, de la durée du travail et des compléments de salaire (avantages sociaux) dans le contexte du système de relations industrielles et de l'économie nationale. Le rôle des salaires sur le marché du travail et dans la négociation collective, le rapport entre le salaire et la productivité,

Au cours de l'année, les huit divisions constituant la Direction de l'économie et des recherches ont poursuivi leurs études sur les structures des salaires, les conditions de travail et les coûts de la main-d'œuvre; elles ont préparé des données sur l'expansion économique en général, elles ont étudié la négociation collective et les grèves et lock-out de l'après-guerre; enfin elles ont donné plus d'ampleur à leurs enquêtes sur les organisations ouvrières. La Direction est formée des divisions suivantes: Industries du ressort fédéral, Recherches en relations de travail, Recherches sur les salaires, Analyse économique en général, Négociation collective, Organisations de travailleurs, Enquêtes et projets spéciaux.

### Division des industries du ressort fédéral

La Division des industries du ressort fédéral est chargée de la mise en application de vastes programmes de recherche qui permettront d'obtenir des données sur les aspects économiques, statistiques et professionnels du travail de toutes les industries du ressort fédéral. Ces programmes sont censés servir d'appui à toutes les activités d'ordre administratif et opérationnel des diverses directions du ministère notamment celles des normes du travail, de la conciliation et de l'arbitrage, de la prévention des accidents et de l'indemnisation ainsi que de la législation, et fournir des services de recherches pour les besoins des négociations ouvrières et les commissions d'enquête industrielle.

Au cours de 1968, on a poursuivi les enquêtes sur les salaires, l'emploi et les conditions de travail dans les industries du ressort fédéral. Avec d'autres enquêtes faites précédemment, elles serviront de documentation de base pour un grand nombre de publications ou de documents que le ministère publiera au cours de 1969.

Une de ces publications comprendra une description fort détaillée de l'emploi, des salaires et des conditions de travail qui ont existé dans les industries de compétence fédérale entre 1965 et 1967. On est en train de compiler des données semblables pour 1968. Dans une autre étude

devant bientôt paraître, on a analysé les données comparatives des salaires et de l'emploi pour la période allant de 1965 à 1967; on essaie ainsi d'établir les répercussions, en termes de frais directs, des dispositions du Code canadien du travail (Normes), ainsi que celles engendrées par le salaire minimum fédéral, sur l'emploi et la structure des salaires dans les industries de compétence fédérale.

Durant la dernière partie de l'année, la Division a été chargée d'établir des indicateurs de rendement, à la demande de la Direction des normes du travail qui s'occupe de l'application du Code canadien du travail (Normes). Il est possible que d'autres indicateurs semblables soient mis au point à l'intention d'autres directions du ministère, notamment la Direction des justes méthodes d'emploi et la Direction de la prévention des accidents et de l'indemnisation. La réalisation d'un programme statistique ayant trait au Code canadien du travail (Sécurité) a progressé considérablement. On a conçu et réalisé un modèle de base pour présenter la statistique des accidents survenus dans la Fonction publique et ce modèle servira ultérieurement à la collecte et à l'analyse de statistiques du même genre dans les industries du ressort fédéral.

On est présentement à rédiger une publication intitulée *The Canadian Longshoring Industry* qui paraîtra au cours de 1969. Il s'agit d'une revue du système de relations de travail existant dans cette industrie. On est également à préparer des études semblables pour les industries des chemins de fer et du transport aérien et on prévoit que d'autres études du même genre seront entreprises pour d'autres industries importantes du ressort fédéral.

Le service de recherches auxiliaire de la Division a débordé d'activité tout au long de l'année. C'est ainsi que la division a été priée de fournir des renseignements et de faire des études sur des sujets d'ordre économique et sur les relations de travail afin d'accélérer le règlement de conflits d'envergure comme ceux qui ont mis en cause les débardeurs du port de Montréal, les employés de la Voie maritime du Saint-Laurent et



Au cours de l'année écoulée, les fonctions du Bureau de la main-d'oeuvre féminine ont été considérablement modifiées et des dispositions ont été prises pour recruter du personnel afin de satisfaire aux besoins nouveaux.

Le poste de directrice du Bureau de la main-d'oeuvre féminine, qui était devenu vacant au début de 1968, a été comblé en octobre de la même année, et la nouvelle directrice a accordé la priorité à la planification de programmes.

L'intérêt témoigné par le public pour les nouveaux objectifs du Bureau de la main-d'oeuvre féminine a suscité une demande considérable de la part des organes de publicité. La directrice a été interviewée par la presse canadienne, la Société Radio-Canada, la station de télévision CJOH, Ottawa, ainsi que par un certain nombre de représentants de journaux quotidiens, y compris le *Toronto Daily Star*, le *Toronto Globe and Mail*, le *Regina Leader Post* et les trois quotidiens d'Ottawa: le *Citizen*, le *Journal* et le *Droit*. Des articles ont été publiés dans tous ces journaux ainsi que dans d'autres publications, notamment les organes de certains clubs sociaux et d'organismes nationaux et internationaux.

En mars 1969, le Bureau de la main-d'oeuvre féminine a patronné à la télévision un programme d'annonces commerciales qui avait pour objet d'informer le public de l'existence du Bureau et du rôle qu'il joue pour favoriser l'application du principe du salaire égal à travail égal.

En janvier, la directrice a présenté un travail important sur le nouveau rôle des femmes, dans le cadre d'un symposium intitulé "Une nouvelle morale; la mise en question des valeurs anciennes"; elle a également pris la parole devant divers groupes comprenant notamment un cercle social, une conférence d'un syndicat international, et une promotion de diplômés d'université.

Afin d'établir de bons rapports de travail entre le Bureau de la main-d'oeuvre féminine et les gouvernements provinciaux, la directrice a entre-

pris une tournée des capitales provinciales et, à la fin de l'année écoulée, elle avait visité toutes celles des provinces de l'Ouest.

Le Bureau de la main-d'oeuvre féminine était représenté lors de la conférence sur les droits de l'homme, tenue à Ottawa en décembre 1968, ainsi qu'à la conférence paritaire sur les aspects sociaux de la politique scientifique, tenue à l'Université de Toronto en mars 1969. Une partie importante du travail du Bureau a également été consacrée à des travaux en commission, à l'échelon ministériel et interministériel.

La directrice a créé une Commission interministérielle des affaires féminines, composée des représentants du ministère de la Main-d'oeuvre et de l'Immigration, du ministère de la Santé nationale et du Bien-être social, de la Commission de la Fonction publique et du Conseil du Trésor, afin de coordonner les fonctions touchant à l'emploi de la femme, tant au sein du gouvernement fédéral que dans les autres domaines qui sont du ressort de l'autorité fédérale.

Sur le plan international, la directrice a assisté, en tant qu'observatrice, à la 23<sup>e</sup> réunion de la Commission de la condition de la femme, tenue dans l'édifice des Nations Unies à New York, en janvier et février 1969. Lors de sa réunion à Genève en février et mars 1969, le Conseil d'administration du Bureau international du Travail a nommé la directrice, en remplacement de la première directrice du Bureau de la main-d'oeuvre féminine, membre du groupe de conseillers et l'OIT sur les problèmes des travailleuses.

Un certain nombre de publications diffusées annuellement par le Bureau de la main-d'oeuvre féminine ont continué de l'être au cours de 1968. Parmi elles, citons "Les femmes dans l'effectif ouvrier" et "Répertoire des organisations féminines nationales au Canada".

A la fin de l'année écoulée, deux études avaient été achevées et étaient sous presse: la première porte sur les pratiques en matière de congés de maternité au Canada, et l'autre sur l'emploi à temps partiel dans le commerce de détail.



Année terminée le 31 mars	Contrats individuels émis	Certificats de groupe émis	Total des contrats et certificats émis	Revenu net en primes
1909-1964	208,284	323,157	531,441	\$1,379,353,536.79
1965	3,817	1,783	5,600	29,583,160.82
1966	3,143	1,979	5,122	27,114,362.75
1967	2,245	1,172	3,417	21,512,629.26
1968	1,232	1,058	2,290	18,168,892.70
1969	461	942	1,403	14,682,438.02
Total	219,182	330,091	549,273	\$1,490,415,020.34

Tableau 3 — Nombre de contrats individuels de rente et de certificats émis et revenu net en primes

Classification	Nombre	Montant de la rente	Valeur actuelle des rentes en vigueur
Rentes échues:			
Hommes, rentes ordinaires	24,456	12,940,895	90,770,043
Femmes, rentes ordinaires	24,769	11,005,866	95,870,403
Hommes, rentes garanties	26,374	15,683,781	168,253,005
Femmes, rentes garanties	13,167	6,619,104	86,652,239
Rentes à régression lorsque les rentiers atteignent l'âge de la pension de sécurité de la vieillesse	6,285	7,342,901	40,976,755
Rentes ordinaires au survivant	2,870	1,584,325	18,154,558
Rentes garanties au survivant	307	157,456	2,178,523
Rentes assurées	4,532	2,984,666	10,634,471
Rentes temporaires	2,213	653,818	2,458,418
Total (rentes)	104,873	58,972,812	515,948,415
Contrats et certificats différés	253,086	—	808,185,398
Prestations de décès versées à tempérament	—	—	417,226
Primes anticipées	—	—	1,542
Chèque de rentes en suspens, à recevoir	—	—	82,210
Total	357,959	—	1,324,634,791

Tableau 2 — Inventaire des contrats et certificats de rente au 31 mars 1969

Tableau I — Bilan de la caisse des rentes sur l'état pour l'année terminée le 31 mars 1969

CAISSE	
En caisse au 1 <sup>er</sup> avril 1968	\$1,326,098,138.00
Déboursés, 1968-1969, moins recettes	662,680.03
Moins sommes transférées au Fonds du revenu consolidé	800,666.97
En caisse au 31 mars 1969	\$1,324,634,791.00
PASSIF	
Valeur estimative des rentes en vigueur	\$1,324,634,791.00
RECETTES	
Rentes immédiates	449,386.00
Rentes différées	14,465,956.79
Rentes non réclamées recouvrées du Fonds du revenu consolidé	17,818.57
Intérêt au 31 mars 1969	51,047,728.71
Total	65,980,890.07
DEBOURSES	
Rentes échues	\$ 59,322,884.78
Valeur capitalisée	571,626.18
Remboursement de primes avec intérêt (y compris versements échelonnés de prestations de décès)	6,273,234.09
Remboursement de primes sans intérêt	232,904.77
Versements aux employés ayant cessé de participer aux régimes de pension	124,591.62
Versements aux particuliers ayant abandonné des rentes individuelles	37,659.82
Rentes non réclamées transférées au FRC	80,668.84
Total	\$ 66,643,570.10
Recettes moins déboursés, 1968-1969	662,680.03
Total	\$ 65,980,890.07

### RÉPARTITION

Taux d'intérêt	Montant en caisse au 31 mars 1969
3 %	\$ 79,567,274.00
3½ %	175,428,837.00
4 %	1,001,032,568.00
5 %	57,534,947.00
5¼ %	10,653,939.00
Aucun intérêt*	417,226.00
Total	\$1,324,634,791.00

\*Prestations de décès en dépôt, payées par versements échelonnés

de contrats individuels qui ont été vendus au cours des années 30 et 40.

#### *Plans enregistrés d'épargne-retraite* — Quelques

17,500 personnes ont versé 8.5 millions de dollars à l'égard de plans enregistrés d'épargne-retraite au cours de l'année d'imposition 1968. Environ 2,000 de celles-ci étaient inscrites également aux fins de l'impôt sur le revenu de la province de Québec; le montant dans ce cas dépassait légèrement un million de dollars.

#### *Sécurité de la vieillesse* — Le nombre de

demandes d'intégration des rentes dans le régime de sécurité de la vieillesse décroît à mesure que l'âge auquel les gens deviennent admissibles à la pension de sécurité de la vieillesse se rapproche de 65 ans (en 1970). L'an dernier, 3,032 rentes ont été réduites, les bénéficiaires ayant opté pour une rente à régression.

#### *État financier* — Le bilan de l'année se trouve

au tableau 1. Le revenu provenant des primes a accusé une baisse de 3.7 millions de dollars comparativement au chiffre de l'année précédente et les déboursés en espèces ont dépassé de 51.7 millions de dollars le revenu provenant des primes. Des intérêts de 51.0 millions de dollars ont dû être payés et le compte a baissé de 1.5 million de dollars.

Le surplus a été d'un peu plus de \$800,000. C'est la neuvième année de suite que le Compte des rentes a produit un excédent. Ce surplus est

principalement attribuable à un accroissement du nombre des décès qui s'est établi à 4,850 au cours de l'année, contre 4,002 au cours de l'année précédente. L'âge moyen au décès pour les hommes et les femmes était de 75.9 et de 81.6 ans, respectivement. Dix-sept rentiers étaient âgés de 100 ans ou plus à la date du relevé. Le plus vieux rentier était âgé de 104 ans. Le tableau 2 présente un inventaire des rentes.

*Statistique* — A la fin de l'année, 175,771 personnes étaient assurées en vertu de 1,365 régimes de pension; de ce nombre, 111,503 étaient des personnes en emploi et 64,268 des titulaires de pensions différées acquittées du fait qu'ils avaient quitté leur emploi avant d'avoir atteint l'âge de la retraite ou parce qu'ils avaient cessé de participer aux régimes de pension.

Le nombre de contrats individuels de rentes différées en vigueur était de 77,315. Quelque 87,000 personnes touchaient des rentes en vertu de 104,873 contrats et certificats et pour le paiement desquelles 999,182 chèques ont été émis; 3,446 chèques de remboursement ont été émis.

Au cours de l'année, 4,613 employés ont pris leur retraite avec pension et 3,229 contrats individuels de rente sont arrivés à échéance.

Le tableau 3 donne un compte rendu du nombre de rentes vendues et du montant touché à leur égard.



		Sociétés de transport maritime assurées	Nombre de marins (approxim.)	Demandes d'indemnisation reçues	Cas d'indemnisation pour incapacité temporaire	Cas d'indemnisation pour incapacité permanente	Accidents mortels
1945-1964	—	39	2,500	30	21	120	75
1965-1966	36	2,300	22	30	21	2	8
1966-1967	37	2,350	25	25	23	2	2
1967-1968	33	2,300	37	37	33	2	2
1968-1969	35	2,400	23	23	22	3	1

# PENSIONS DANS L'INDUSTRIE ET RENTES SUR L'ÉTAT

La vente des rentes a débuté le 1<sup>er</sup> septembre 1908, date de l'adoption de la Loi des rentes sur l'État. La loi prévoit la vente de rentes différées et de rentes immédiates aux Canadiens, à titre personnel ou dans le cadre d'un régime de pension d'un employeur.

Vu les nombreux moyens maintenant offerts aux gens pour leur permettre d'économiser en prévision de leurs vieux jours, et vu les mesures accrues prises par le gouvernement pour assurer la sécurité de la vieillesse, le gouvernement a estimé que les rentes sur l'État n'étaient plus aussi nécessaires qu'elles ne l'avaient été dans le passé. Aussi, au mois de décembre 1967, a-t-on cessé de promouvoir intensément la vente des rentes sur l'État et le personnel affecté à la vente a été licencié. Ceux qui le désiraient pourrnt acheter sur demande des rentes sur l'État, individuelles ou de groupe, et les contrats actuels ne sont aucunement affectés par la décision de restreindre les ventes. Sept bureaux régionaux, situés à Vancouver, Edmonton, Winnipeg, London, Toronto, Montréal et Halifax, sont demeurés ouverts pour assurer les services nécessaires aux fins des contrats actuels.

Les nouveaux contrats conclus au cours de l'année se répartissent ainsi: 371 contrats de rentes différées, 90 contrats de rentes immédiates et 3 contrats collectifs négociés à l'égard de 20 employés. Au total, 942 nouveaux employés sont entrés dans des groupes déjà formés.

La possibilité d'une grève nationale des postes est apparue en mai 1968. Pour éviter que les rentiers reçoivent leurs chèques en retard, les

83,000 chèques mensuels attendus en juillet ont été postés d'avance, en juin. Une grève a éclaté le 18 juillet et a duré jusqu'au 8 août. Il n'y avait pas suffisamment de temps pour poster d'avance les chèques dus en août. En conséquence, on a pris des mesures avec la collaboration du ministère de la Main-d'œuvre et de l'Immigration pour que les chèques dus au début d'août soient distribués à quelques deux cents centres locaux de main-d'œuvre du Canada. Les rentiers ont été mis au courant de cette disposition au moyen d'annonces dans la presse et à la radio. Les chèques qui n'ont pas été réclamés par les rentiers ont été mis à la poste par les centres de main-d'œuvre du Canada dès la fin de la grève.

En 1967, on a procédé à une vérification des certificats d'identité en réclamant les certificats d'un échantillon d'environ un tiers des rentiers. Cette vérification a été reprise au cours de l'hiver de 1969 et a porté sur les deux autres tiers des rentiers, soit environ 56,000.

*Régimes de pension* — Alors qu'il y a eu une légère diminution du nombre des nouveaux employés inscrits aux fins des contrats collectifs, on a enregistré une hausse de plus de 5 p. 100 dans le nombre des personnes ayant pris leur retraite au cours de l'année et une augmentation correspondante des paiements de prestations — décès. Cette hausse reflète le nombre considérable d'employés qui se sont inscrits à des régimes de pension pendant et immédiatement après la Seconde Guerre mondiale.

*Contrats individuels* — Le nombre de contrats arrivant à échéance a augmenté constamment au cours des années 60. Cette augmentation continuera au cours des années 70 vu le grand nombre

Québec, pour l'analyse des demandes d'indemnisation et la réadaptation des victimes d'accident. Deux agents de la Division ont visité chaque commission, y compris celle du Québec, et les problèmes communs ont été discutés et résolus. Comme par les années passées, on a rédigé de la documentation en français et en anglais et on l'a distribuée aux employés de la Fonction publique afin de les renseigner sur leurs droits et leurs responsabilités en ce qui a trait aux accidents du travail.

Au cours de l'année, des plans ont été mis au point pour l'élaboration d'un programme statistique complet sur ordinateur, lequel prendra effet le 1<sup>er</sup> avril 1969. La tâche primordiale de la Division de l'indemnisation est de fournir les données de base provenant des rapports d'accidents survenus dans la Fonction publique. Un manuel de codage a été mis au point et des sessions de formation ont été organisées pour familiariser le personnel avec ce nouveau programme.

#### Indemnisation des marins marchands

La Loi sur l'indemnisation des marins marchands est appliquée par la Commission d'indemnisation des marins marchands, qui se compose de trois membres nommés par le gouverneur en conseil. Le chef de la Division de l'indemnisation de la Direction de la prévention des accidents et de l'indemnisation est secrétaire d'office de cette Commission.

Le secrétaire a fait droit à un certain nombre de demandes d'indemnisation pour incapacité totale temporaire, qui n'étaient contestées ni par l'employeur ni par le marin marchand et qui étaient conformes aux dispositions de la Loi. C'est à la Commission qu'il appartient d'approuver officiellement les demandes. En plus de ses deux réunions normales au cours de l'année, la Commission a tenu une audition spéciale à Ottawa à la demande du procureur d'un requérant dont la demande d'indemnisation avait précédemment été rejetée par la Commission; la décision précédente a été confirmée.

Il y a eu 23 demandes d'indemnisation au cours de l'année, dont une à l'égard d'un accident mortel. A la fin de l'année, 10 demandes d'indemnisation étaient encore à l'étude.

employés par 116 ministères et sociétés de la Couronne sont actuellement protégées par la Loi sur l'indemnisation des employés de l'Etat. Calculée d'après le nombre de demandes réglées, la proportion des lésions de tous genres par rapport au nombre de personnes employées s'est établie à 1 sur 10. Pour les lésions entraînant incapacité, cette proportion était de 1 à 24.

Le tableau 2 donne les sommes payées en indemnités et en frais d'administration pour l'année. La somme des indemnités a augmenté de \$1,435,088 ou 40.2 p. 100, pour passer à \$5,003,464. La somme des salaires payés en guise d'indemnités par les employeurs (ministères ou sociétés de la Couronne) a atteint \$2,304,417, soit une augmentation de \$636,998 par rapport au total de l'année précédente. Ces dépenses sont partiellement contrebalancées par des remboursements faits au Fonds du revenu consolidé par certaines sociétés de la Couronne pour payer les indemnités versées à leurs employés et leur part des frais d'administration. D'autres sociétés de la Couronne paient une cotisation fixée d'après leur feuille de paie, tout comme la cotisation des entreprises est fixée selon les dispositions des lois provinciales. Dans l'un et l'autre cas, les employés de ces organismes de la Couronne sont protégés par les dispositions de la Loi sur l'indemnisation des employés de l'Etat, de la même manière que les employés des ministères, conseils et commissions du gouvernement.

Au cours de l'année, 967 cas impliquant des tierces parties ont été étudiés et réglés, soit par l'octroi d'un dédommagement, soit par un jugement portant qu'on ne pouvait pas tenter de poursuites contre la tierce partie. Dans un petit nombre de cas, les employés blessés n'ont pas fait de demande d'indemnisation, mais ont intenté eux-mêmes des poursuites. La grande majorité des demandes ont été réglées par la Direction et plusieurs ont été déferées au ministère de la Justice. On a recouvré au total une somme de \$131,470, soit par voie de règlement, soit à la faveur d'une décision de la Cour. A la fin de l'année, 583 cas étaient encore en suspens.

Une consultation étroite et une liaison efficace ont été maintenues avec les diverses commissions des accidents du travail, y compris celle du



Tableau 2 — Indemnités versées et part des frais d'administration encourus par les provinces acquittés par le gouvernement fédéral

Total		5,003,464	577,086	5,580,550
Terre-Neuve .....	78,333	8,132	\$	\$
Ile-du-Prince-Edouard .....	26,716	2,453	29,169	1,307,071
Nouvelle-Ecosse* .....	1,220,428	86,643	17,677	154,052
Nouveau-Brunswick .....	136,375	1,067,946	158,946	1,226,892
Québec .....	1,369,340	154,153	1,523,493	134,808
Manitoba .....	121,079	197,672	413,185	371,959
Saskatchewan .....	413,185	371,959	431	—
Colombie-Britannique .....	371,959	51,372	423,331	431
Alberta .....	413,185	51,229	464,414	5,580,550
Palements à l'égard d'employés embauchés sur place à l'étranger .....	431	—	431	431
Indemnités versées 1968-1969	\$	\$	Total	
Frais d'administration pour l'année 1968				

\* Y compris la Société de développement du Cap-Breton

## Indemnisation

L'application de la Loi sur l'indemnisation des employés de l'État est assurée par le personnel de la Division de l'indemnisation de la Direction de la prévention des accidents et de l'indemnisation.

On a reçu au cours de l'année 24,389 demandes d'indemnisation, soit une augmentation de 1,861 ou de 8.3 p. 100 par rapport à l'année précédente. Cette augmentation est due à l'extension du champ d'application de la Loi sur l'indemnisation des employés de l'État pour y faire entrer notamment la Société de développement du Cap-Breton qui tombe sous le coup de cette Loi depuis le 1<sup>er</sup> avril 1968. Le nombre des accidents déclarés par tous les autres employeurs a accusé une baisse de 891, soit 3.96 p. 100.

La répartition des demandes d'indemnisation soumise au cours de l'année, par province, est donnée dans le tableau I. Une analyse détaillée des demandes d'indemnisation régies chaque année est publiée séparément dans le rapport statistique annuel de la Direction. Plus de 263,000 personnes

Toujours du fait de l'extension du champ d'application de la Loi, le nombre de demandes d'indemnisation pour lésions entraînant incapacité s'est accru, atteignant 11,414, soit 46.75 p. 100 du nombre total de demandes. On a signalé 22 accidents mortels (quatre non occasionnés par l'emploi), soit huit de moins que l'année dernière. A la fin de l'année, des pensions d'incapacité étaient versées à 1,989 employés, anciens employés ou personnes à leur charge.



\* Y compris les demandes provenant de la Société de développement du Cap-Breton

Total		12,483	5,088	6,319	7	17	475	24,389
Lésions mineures Premiers secours et soins médicaux	Terre-Neuve.....	116	44	64	1	1	4	230
	Ile-du-Prince-Edouard.....	53	28	21	—	1	—	103
	*Nouvelle-Ecosse.....	1,441	2,787	314	2	5	33	4,582
	Nouveau-Brunswick.....	375	100	184	—	2	13	674
	Québec.....	1,914	406	1,632	—	3	31	3,986
	Ontario.....	5,155	727	2,508	—	3	253	8,646
	Manitoba.....	515	157	335	—	—	24	1,031
	Saskatchewan.....	463	247	223	—	1	14	948
	Alberta.....	639	254	462	2	1	30	1,388
	Colombie-Britannique.....	1,471	217	518	—	—	69	2,275
	Yukon et Territoires.....	341	121	58	2	—	4	526
	du Nord-Ouest.....							
	Total	12,483	5,088	6,319	7	17	475	24,389
Lésions entraînant incapacité	Indemnisation				Incapacité permanente	Décès	Demandes rejetées	Total
	Congé pour lésions subies au travail							

Tableau 1 — Demandes d'indemnisation en 1968—69, par province et par catégorie

incendies.

de Montréal et a contribué à la création d'un comité de sécurité qui a pour tâche l'élaboration d'un programme intégré de sécurité dans les ports. Ce comité se compose de représentants du Conseil des ports nationaux, du ministère des Transports et de plusieurs syndicats et compagnies privées dont les activités s'exercent dans la région portuaire. Plusieurs agents de la Division de la prévention des accidents ont été nommés pour faire partie de diverses commissions de travail de l'Association canadienne de normalisation, notamment de la Commission des chaudières et récipients sous pression, de la Commission de la sécurité des ascenseurs et monte-charges, de la Commission des industries de transformation du bois et de la Commission d'étude du Code de l'électricité. La Division a également été représentée au sein du Conseil technique de l'Association canadienne de normalisation et d'un certain nombre de comités de l'Association nationale de protection contre les

La deuxième conférence des agents régionaux de sécurité et la première conférence des conseillers régionaux en sécurité ont eu lieu à Ottawa, en octobre et novembre respectivement. La valeur de ces conférences annuelles du personnel en tant que moyens de communication entre le bureau principal et le personnel régional a été dûment prouvée, et on a l'intention de les répéter à l'avenir.

Des agents de la Division ont pris part à environ 85 séminaires, conférences et cours, y compris la Conférence annuelle du Conseil national de la sécurité, un cours d'une semaine sur la surdité imputable au travail, donné au Collège Colby à Waterville dans le Maine (E.-U.), et un cours d'une semaine sur les méthodes d'apprentissage donné à Chicago sous les auspices du Conseil national de la sécurité.

Un rythme plus lent, pendant plusieurs années encore. la Fonction publique, pour expliquer le Programme de sécurité du travail dans la Fonction publique. Le travail préliminaire a de plus comporté, notamment, l'embauchage de personnel additionnel, l'enregistrement des employeurs, la mise au point d'un répertoire des lieux d'emploi, l'établissement d'un fichier central des lois provinciales concernant la sécurité et une enquête générale sur les lieux de travail. Le but essentiel de l'enquête menée sur les lieux de travail était de familiariser le personnel régional avec la nature et l'ampleur des problèmes de sécurité dans leurs régions respectives. Plus de 2,000 lieux de travail ont été ainsi visités au cours de l'année.

Un accord a été signé en février avec le ministre des Mines de la province de la Nouvelle-Ecosse; il prévoit l'inspection, sur le plan de la sécurité, de quatre charbonnage de la Société de développement du Cap-Breton par des inspecteurs des mines de la province. Des discussions et des négociations devant aboutir à la signature d'accords similaires entre les autorités fédérales et les autorités de chacune des dix provinces, pour l'inspection, sur le plan de la sécurité, des chaudières, des récipients sous pression, des ascenseurs, monte-charges et appareils de levage et des lieux de travail en général, avaient considérablement progressé au 31 mars. On s'attend à ce que la plupart de ces accords entrent en vigueur dès les premiers mois de la nouvelle année financière. Simultanément, la nomination d'inspecteurs provinciaux à des postes d'agents de sécurité, autorisés à effectuer des inspections de sécurité pour le compte du gouvernement fédéral, a commencé et environ 250 inspecteurs provinciaux avaient reçu des certificats d'agents de sécurité à la fin de l'année.

Les Règlements de sécurité dans les mines, applicables aux mines de charbon du Cap-Breton, sont entrés en vigueur le 14 janvier 1969. Vers la fin de l'année, la nomination d'un agent de sécurité dans les mines a permis d'entreprendre l'élaboration d'un nouveau programme de sécurité visant à

la réduction des accidents et à l'amélioration des conditions de travail dans les quatre charbonnages auxquels s'applique le Code canadien du travail (Sécurité). Plus de 5,000 mineurs et autres travailleurs sont employés dans ces charbonnages.

On a commencé au cours de l'année la rédaction de règlements de sécurité relatifs aux chaudières, aux récipients sous pression, aux ascenseurs, monte-charges, et appareils de levage, aux élévateurs à grain et à un grand nombre de domaines généraux, tels que la ventilation, l'éclairage, les installations sanitaires, les dispositifs de protection aux machines, etc. Les règlements relatifs aux chaudières et aux récipients sous pression, et les règlements relatifs aux ascenseurs, monte-charges et appareils de levage étaient presque terminés à la fin de l'année, grâce à la coopération des inspecteurs en chef de diverses provinces.

La consultation avec les principales parties intéressées constitue une phase indispensable de l'application des règlements de sécurité; bien qu'elle entraîne une extension du processus de mise en application, elle permettra de tenir compte de tous les points de vue et de faire en sorte que les règlements soient aussi pratiques et raisonnables que possible, compte tenu des normes élevées de sécurité du travail qu'ils visent à atteindre.

En coopération avec les agents de sécurité de divers ministères et avec les fonctionnaires du Conseil du Trésor chargés de l'application du nouveau programme de sécurité du travail dans la Fonction publique, on a commencé à mettre au point un programme complet de sécurité dans la Fonction publique. Étant donné que ce programme embrasse tous les aspects de la sécurité du travail pour une grande diversité d'activités relevant du gouvernement fédéral, sa mise en application ne pourra évidemment être que progressive, mais on peut dès à présent constater une amélioration visible dans certains domaines.

Une étude portant sur la possibilité de régler certains aspects de la sécurité dans les entreprises de camionnage routier relevant de l'autorité fédérale a été terminée en décembre. Cette étude, qui s'inspire du rapport Murchison, traite plus spécialement des examens médicaux, de la durée du travail et du carnet de route des conducteurs, ainsi que de l'enregistrement et de l'identification des camions routiers. Ces travaux se poursuivront au cours de la nouvelle année financière.

Le personnel du bureau régional de la sécurité, à Montréal, a poursuivi une étude portant sur les conditions de travail dans le périmètre du port

rythme plus lent, pendant plusieurs années encore. Un travail similaire a également été entrepris dans la Fonction publique, pour expliquer le Programme de sécurité du travail dans la Fonction publique. Le travail préliminaire a de plus comporté, notamment, l'embauchage de personnel additionnel, l'enregistrement des employeurs, la mise au point d'un répertoire des lieux d'emploi, l'établissement d'un fichier central des lois provinciales concernant la sécurité et une enquête générale sur les lieux de travail. Le but essentiel de l'enquête menée sur les lieux de travail était de familiariser le personnel régional avec la nature et l'ampleur des problèmes de sécurité dans leurs régions respectives. Plus de 2,000 lieux de travail ont été ainsi visités au cours de l'année.

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1,092 contrats, pour une valeur approximative de \$19,658,258. Au cours de la même période, le ministère a reçu, pour étude, 260 déclarations écrites indiquant les catégories des travailleurs employés aux fins de ces contrats, les taux de salaires de ces travailleurs et la durée de leur travail. Les chiffres correspondants pour 1967-1968 étaient les suivants: 1,507 contrats, une valeur globale de \$12,483,734 et 352 déclarations écrites.

#### L'application de la Loi sur les justes salaires

Toutes les plaintes reçues quant à l'omission de la part des entrepreneurs de respecter les conditions de travail applicables aux contrats ont été examinées. On a en outre pratiqué une politique d'inspections régulières. En 1968-1969, on a procédé à 756 inspections portant sur l'application des conditions en matière de salaire, de durée du travail et d'autres conditions de travail, y compris les dispositions qui interdisent les distinctions injustes par les entrepreneurs chargés de l'exécution de contrats du gouvernement. Des 756 inspections ainsi faites, 431 visaient les entrepreneurs principaux, et 325 des sous-traitants. Le nombre total des inspections ainsi réalisées en 1967-1968 avait été de 856.

Pour assurer l'observation des conditions de travail exigées et le paiement du salaire minimum, en 1968-1969, on a dû percevoir de 165 entrepreneurs une somme totale de \$83,132.15 à être distribuée à 1,736 travailleurs en paiement des salaires qui étaient dus à ces derniers par les entrepreneurs. Au cours de l'année financière 1967-1968, les arriérés de salaire recueillis s'élevaient à \$118,566.78, à l'égard de 3,014 travailleurs.

En outre, 36 entrepreneurs ont dû verser la somme de \$11,000 en dommages-intérêts pour avoir omis de se conformer aux conditions fixées dans les alinéas a) et b) de la Loi sur les justes salaires et les heures de travail.

#### Les taux de salaires minimums

Au cours de l'année financière 1968-1969, on a établi des taux de salaire minimums applicables à des contrats du gouvernement. A la suite de 97 demandes formulées, on a fixé d'autres taux de salaire applicables aux employés des ministères et organismes du gouvernement.

Les taux de salaire, ainsi établis, touchaient 3,773 catégories de métiers et d'emplois dans l'industrie de la construction et 209 catégories de personnes affectées à des activités autres que la construction en 742 endroits différents.

## DIRECTION DE LA PRÉVENTION DES ACCIDENTS ET DE L'INDEMNISATION

dans les conventions collectives.

Les agents extérieurs de la Direction ont mené au total 331 enquêtes sur les salaires, pour recueillir des renseignements sur les taux de salaires payés par les entrepreneurs de l'industrie de la construction et les employeurs de secteurs autres que celui de la construction dans diverses régions du Canada. On a recueilli des renseignements supplémentaires dans les lois provinciales en matière de travail et

L'année financière 1968-1969 a été pour la Division de la prévention des accidents la première année complète d'application du nouveau Code canadien du travail (Sécurité) et, bien qu'une grande partie de son activité ait consisté en travaux préliminaires et de planification, elle a également entrepris un travail considérable en matière de prévention des accidents proprement dite.

#### Préventions des accidents

A la fin de l'année financière 1968-1969, la Division de la prévention des accidents se composait de neuf bureaux régionaux avec un personnel de 30 personnes, et d'un bureau principal réunissant quatre sections, avec un personnel de 20 personnes. Plus de la moitié des 50 personnes qui composent l'effectif total de cette Division n'avaient jamais travaillé dans la Fonction publique auparavant.

On a organisé des réunions auxquelles ont participé des employeurs et des employés et un certain nombre de représentants de leurs syndicats et organisations industrielles, pour leur expliquer le but et les modalités d'application du Code canadien du travail (Sécurité). Bien que ces premières réunions aient été en grande partie terminées à la fin de l'année financière, le travail n'est pas achevé et il se poursuivra probablement, à un



ment en attendant une décision du ministre quant à sa demande.

Il a été fait état dans 44 cas de périodes de 13 semaines ou moins aux fins du calcul de la moyenne et des périodes d'une durée supérieure à 13 semaines ont été approuvées par le ministre dans 205 cas. Parmi ces derniers, 151, cas concernant les industries du transport maritime et du débardage, à la suite de l'expiration de l'Ordre concernant la durée du travail dans la navigation et le transport maritime, le 31 décembre 1968.

Le ministre a également approuvé 43 demandes d'autorisation de travail au-delà de la durée maximale du travail et une demande d'autorisation de verser un salaire inférieur au salaire minimum à un employé physiquement handicapé. Cinquante-neuf demandes d'approbation d'années de service à une date différente de la date d'anniversaire d'un employé, aux fins des congés annuels, ont été acceptées en vertu de l'article 16 du Règlement.

On a reçu ou approuvé soixante-quinze substitutions d'autres jours à des jours fériés légaux, en vertu de l'article 28 du Code. Quarante-trois renonciations aux congés annuels, autorisées conformément à l'article 14 du Règlement d'application du Code, et 61 avis et demandes de remises à plus tard des congés annuels ont été reçus ou approuvés. Une exemption de l'obligation de fournir certains relevés de salaire a été accordée en vertu de l'article 41 et de deux ordres ont été émis, exigeant que soient fournis les renseignements et tenus les registres exigés par l'article 39.

En vertu du Décret de prolongation C.P. 1968-581, modifié par C.P. 1968-1433, applicable à l'industrie du camionnage, il a été fait rapport de périodes de 13 semaines ou moins aux fins du calcul de la moyenne, dans 83 cas pour les conducteurs de camions routiers, et le ministre a approuvé des périodes de plus de 13 semaines pour la même catégorie d'employés dans 23 autres cas. Quarante-cinq permis de travailler au-delà de la durée maximale du travail approuvée par le ministre en vertu de l'article 8 du Décret et quatre autres en vertu de l'article 11, ont autorisé le travail au-delà de la durée maximale admissible dans le cadre d'une période de calcul de la moyenne pour les conducteurs de camions routiers. On n'a fait rapport que d'une période de 13 semaines ou moins, aux fins de calcul d'une moyenne des heures de travail en vertu du Décret de prolongation concernant les conducteurs routiers au service d'un entrepreneur de la poste et aucune autorisation de fournir des heures sup-

plémentaires n'a été accordée.

Du 1<sup>er</sup> avril 1968 au 31 mars 1969, on a enregistré 4,053 plaintes et infractions aux termes des parties I à IV du Code. Elles ont été réglées moyennant versement d'une somme totale de \$317,623.20, concernant 4,503 employés.

### Justes salaires dans les contrats du gouvernement

Au cours de l'année, de nouveaux progrès ont été enregistrés dans des entreprises importantes auxquelles on a appliqué les conditions de travail établies en vertu des dispositions de la Loi sur les justes salaires et les heures de travail.

Trente-deux exposés de conditions ont été établis à l'intention de l'Energie atomique du Canada Limitée, à l'égard de vue des installations de transmission de la rivière Nelson dans le Manitoba. Quatorze autres exposés de conditions ont été établis à l'intention de l'Energie atomique du Canada Limitée à l'égard de contrats adjudgés pour l'établissement de recherches nucléaires de Whiteshell (Manitoba) et pour la construction de la ville de Pinawa, ce qui porte à 173 le nombre des exposés établis depuis le 8 juin 1961, date à laquelle fut dressé le premier.

Bien que la Loi sur les justes salaires ne s'applique pas aux contrats de services, des exposés de conditions ont été établis relativement à de tels contrats, à la demande de certains ministères du gouvernement, par exemple pour le nettoyage de l'intérieur d'édifices publics, le déménagement du mobilier et des accessoires de bureaux et les services d'alimentation des camps de l'Armée et d'autres établissements.

### Contrats pour travaux de construction, de réparation, de rénovation et de démolition

Au cours de l'année, la Direction a établi 3,492 exposés de conditions de travail, contre 3,518 en 1967-1968 et 3,505 en 1966-1967. La valeur des contrats dont l'adjudication a été déclarée à la Direction en 1968-1969 était de \$304,090,991, contre \$224,115,081 en 1967-1968.

### Contrats pour la fabrication d'équipement et fournitures

Les ministères qui accordent des contrats pour la fabrication d'équipement et de fournitures sont tenus d'inclure des conditions normales de travail parmi les clauses des contrats.

La Direction des normes du travail est chargée de l'application du Code canadien du travail (Normes) et de la politique fédérale en matière de justes salaires, telle qu'elle est indiquée dans la Loi sur les justes salaires et les heures de travail (modifiée) et le Décret concernant la politique en matière de juste salaire, C.P. 1954-2029. Pour des fins d'administration, on a créé dans tout le Canada neuf bureaux régionaux dont le personnel est composé de fonctionnaires des Normes du travail et qui sont appuyés par une organisation centrale composée de deux divisions. La Division des normes a la charge administrative du Code canadien du travail (Normes), tandis que la Division des contrats du gouvernement fédéral est chargée de l'application de la politique en matière de justes salaires.

Cette Direction effectue, par l'intermédiaire de ses bureaux régionaux, des inspections des livres de paie des employeurs, afin de s'assurer que les employés bénéficient effectivement des avantages prévus dans les dispositions des lois. Elle s'efforce, par la persuasion et par des méthodes éducatives, de faire respecter les exigences de la loi par les employeurs. Les fonctionnaires des Normes du travail dans les bureaux régionaux procèdent également à des enquêtes annuelles en matière de salaires, dont les résultats sont utilisés pour la fixation des salaires qu'il convient de payer aux travailleurs affectés aux entreprises de construction du gouvernement fédéral.

### Le Code canadien du travail (Normes)

Ce Code est entré en vigueur le 1er juillet 1965 et contient les normes minimales en matière de durée du travail, de salaire minimum, de congés annuels et de jours fériés légaux payés.

Au cours de l'année écoulée, le ministre n'a émis qu'un ordre de suspension de l'application de la Partie I (Durée du travail) du Code. Ainsi, depuis l'entrée en vigueur de cette loi jusqu'au 31 mars 1969, 99 ordres d'ajournement et 41 ordres de suspension ont été émis alors que 49 demandes ont été rejetées, en vertu des dispositions spéciales et transitoires de l'article 51(1). Les ordres d'ajournement et de suspension ont touché 5,145 em-

ployeurs, et les rejets de demandes, 67 employeurs. Un ordre pouvait viser un seul employeur, un groupe d'employeurs ou l'ensemble des employeurs d'une industrie particulière.

Les pouvoirs conférés au ministre en vertu de l'article 52 pour ajourner le paiement d'un salaire minimum exigé par l'article 11 du Code ont pris fin le 31 décembre 1966; par conséquent, aucun ordre d'ajournement ne pouvait être émis après cette date.

En application de l'article 35 du Code, trois commissions d'enquête ont été nommées par le ministre au cours de l'année. Elles concernent:

1. les conducteurs de camions routiers employés par les entrepreneurs au service du ministère des Postes;
2. la navigation et le transport maritime, y compris l'exploitation de navires et le transport par eau au Canada, à partie de ports du Bas Saint-Laurent et de la Côte Est du Canada, à l'exclusion de Terre-Neuve, relevant de l'autorité législative du Parlement du Canada;
3. les employés, autres que le personnel de bureau, de la division du charbon de la Société de développement du Cap-Breton.

Cinq commissions d'enquête ont ainsi été instituées depuis l'entrée en vigueur du Code.

La Commission d'enquête sur les conducteurs de camions routiers employés par des entrepreneurs de camions travaillant pour le compte du ministère des Postes a recommandé une nouvelle suspension de l'application de la Partie I. En conséquence, le Décret autorisant la prolongation de la durée du travail dans le transport du courrier par véhicules automobiles, effectué par les entrepreneurs du ministère des Postes du Canada, C.P. 1968-1844, a été promulgué le 26 septembre 1968, pour prendre fin le 30 juin 1971. Il établit des normes spéciales en matière de durée du travail à observer dans l'emploi de ces conducteurs de camions routiers.

On s'attend que les rapports des deux autres commissions soient présentés au cours de l'année prochaine.

Au 31 mars 1969, l'industrie ferroviaire était la seule qui bénéficiait encore d'un ordre d'ajourne-



en lieu avec les autorités du ministère du Travail du  
Nouveau-Brunswick, quant à la possibilité de voir  
la Direction prêter son concours à l'organisation

initiale du comité ouvrier-patronal d'étude du  
Nouveau-Brunswick.



imprimés de propagande au cours de l'année 1968-1969 a dépassé le chiffre de 1,200,000. A la fin de l'année financière il y avait au total 2,486 comités actifs inscrits dans le registre de la Direction et il se trouvait 753,384 employés dans les entreprises possédant des comités ouvriers-patronaux de consultation dans les industries et services ci-après: l'exploitation minière, l'exploitation forestière, la fabrication, les finances, le commerce de gros et de détail, les hôpitaux et les services publics.

*Conférences ouvrières-patronales* — La direction a organisé deux conférences ouvrières-patronales et avec les ministères provinciaux du Travail. Ces conférences ont indubitablement amélioré les communications dans les deux sens. La première a eu lieu à Charlottetown (I.-P.-E.), le 20 avril 1968, et a eu pour thème "Les communications dans les relations ouvrières-patronales". Cent quatre-vingt-huit délégués y assistaient. Trente-deux pour cent d'entre eux représentaient le patronat, 48 p. 100 les syndicats et 20 p. 100 divers groupes d'intérêts.

La seconde conférence a eu lieu à Saskatoon les 25 et 26 octobre 1968. Elle avait pour thème "L'automatisation dans l'imprimerie" et c'était la première conférence à être tenue sur une industrie en particulier. Elle a rassemblé 262 délégués venus de l'Alberta, de la Saskatchewan, du Manitoba et de l'Ontario. Quarante-deux pour cent d'entre eux y représentaient le patronat, 48 p. 100 les syndicats et 10 p. 100 divers groupes d'intérêts.

Des résumés de toutes les délibérations des conférences ont été présentés sous forme de brochures.

Le programme de conférences de la Direction prévoit qu'il y en aura 3 ou 4 au cours de l'année financière 1969-1970. La première doit avoir lieu à Charlottetown, le 11 avril 1969, et elle aura pour thème "Les communications ininterrompues dans l'industrie". On étudie actuellement la possibilité d'organiser une conférence ouvrière-patronale dans l'industrie du camionnage de l'Ontario, et des représentants locaux de la Direction ont actuellement des entrevues avec des dirigeants de l'Union des camionneurs et de l'Association des employeurs du transport par véhicules automobiles. On projette également la tenue d'une conférence multi-industrielle en Colombie-Britannique, et une conférence portant sur une industrie unique, en Nouvelle-Ecosse. Des discussions préliminaires ont

La Direction a dépassé son objectif de 1968-1969 en matière de nouveaux comités. Au 31 mars 1969, elle avait organisé au total 226 nouveaux comités.

Les comités ont été restructurés pour favoriser la discussion d'une gamme plus étendue de sujets, dans le but d'explicitier dans des ententes écrites les accords déjà réalisés au cours de discussions officielles. On a constaté un accroissement du nombre de demandes sollicitant la participation directe de fonctionnaires aux réunions des comités de consultation ouvrière-patronale; les invitations à assister à des conférences organisées par le patronat, par les syndicats, ou par les deux à la fois, ainsi qu'à des conférences organisées d'un commun accord par les syndicats, le patronat et les autorités provinciales ont été plus nombreuses. Dans le passé, les syndicats comme le patronat hésitaient à admettre un représentant du gouvernement à leurs réunions privées.

Les relations avec les autorités des gouvernements provinciaux ont été renforcées et, dans un certain nombre de cas, il a été convenu que des fonctionnaires provinciaux prêteraient leur concours pour améliorer les services de consultation ouvrière-patronale et organiser des programmes de consultation mutuelle.

*Publications* — Une grande variété de matière de propagande a été diffusée. Une vaste campagne de publicité lancée par tout le pays en 1968, dans la presse, les revues, la radio et la télévision, a suscité plus de 693 demandes individuelles de renseignements supplémentaires sur la consultation ouvrière-patronale.

La direction a également publié 10 numéros, en anglais et en français, de son nouveau bulletin "Travail d'équipe dans l'industrie" présenté sous forme de journal. Chaque numéro de ce bulletin est expédié à plus de 40,000 destinataires. Cette publication rend compte du travail réalisé dans tout le pays par les comités de consultation mutuelle, et traite de sujets présentant un intérêt général pour la patronat et les syndicats dans le domaine des relations du travail.

Chaque comité de consultation mutuelle a reçu un catalogue annuel des publications et imprimés conçus pour stimuler l'activité des comités. Cette matière, — affiches, imprimés pour enveloppes de paie, et "Parlons de..." — fournit soit de façon régulière pendant toute l'année, soit sur demande, de façon à satisfaire aux exigences des programmes individuels et aux besoins des comités. La diffusion de cette matière et des

Les activités de cette Direction n'ont cessé de s'accroître au cours de l'année, si l'on en juge par le nombre de plaintes reçues et de cas ayant fait l'objet d'enquêtes, par l'ampleur des consultations et des rapports avec d'autres organismes, syndicats et autres groupes fédéraux et provinciaux, ainsi que par la meilleure connaissance des lois fédérales et provinciales en matière de droits de l'homme, que l'on peut constater parmi le grand public, et qui est due en grande partie à la publicité faite par la Direction.

Au cours de l'année écoulée, elle a été saisie et s'est occupée de 73 plaintes (47 concernant la discrimination dans l'emploi ou dans les méthodes de recrutement). Des 47 plaintes susmentionnées, 39 étaient du ressort du gouvernement fédéral, et 8 du ressort des provinces.

La Direction a établi une liaison et, dans bien des cas, des liens de travail étroits avec des organismes provinciaux des droits humains. Elle a également établi d'excellents rapports avec les centrales syndicales, avec un grand nombre des fédérations syndicales provinciales et avec certains des principaux syndicats, particulièrement dans l'industrie du bâtiment, et on espère qu'il en résultera des efforts de coopération appréciables en vue d'accroître l'égalité des possibilités d'emploi, grâce à des programmes d'action positive.

Des fonctionnaires de la Direction ont pris la parole à l'occasion de plus de 50 séminaires nationaux et locaux, de réunions provinciales (y compris celles de la plupart des fédérations syndicales provinciales) et d'autres réunions de diverses organisations (religieuses, sociales, de groupes minoritaires et autres).

Un grand nombre de ces discours ont été prononcés à l'occasion de la célébration de l'Année internationale des droits de l'homme, en commémoration du 20<sup>e</sup> anniversaire de l'adoption de la Déclaration universelle des droits de l'homme par les Nations Unies. Le thème principal de ces discours était un appel aux syndicats, aux employeurs et aux gouvernements, à tous les échelons, en faveur d'une action positive, — programme spécial de recrutement et de formation professionnelle en faveur des groupes minoritaires qui ont de tout temps été désavantagés du fait d'une discrimination fondée sur la race et la couleur.

Un grand effort a été fait pour s'assurer que les employeurs, les employés et les syndicats étaient au courant de la Loi canadienne sur les

justes méthodes d'emploi et ses dispositions et de la façon dont la Direction traite les plaintes de discrimination qui lui sont adressées. Plus d'un demi-million de brochures et de dépliants ont été diffusés par la poste, lors de réunions de groupes intéressés, et dans le cadre d'une campagne publicitaire dans les grands quotidiens.

Pour bien marquer l'Année internationale des droits de l'homme, la Direction a diffusé des publications spéciales, et d'autres efforts publicitaires ont été prévus de façon à coïncider avec les activités se rapportant à l'année internationale. Il y a lieu de mentionner entre autres de courts métrages projetés à titre de service public par les stations de télévision, des présentoirs portatifs installés lors de plus de 30 congrès, des tableaux d'affichage dans tous les grands centres portant le message "La plupart des Canadiens croient en l'égalité d'avantages pour tous", dont une moitié assurée à titre de service public par les entreprises de publicité au dehors; et enfin des affiches distribuées avec la coopération d'un cercle social national et d'autres organisations, organismes provinciaux des droits de l'homme et centres de main-d'œuvre du Canada. De plus, en vertu d'accords avec les ministères concernés, des brochures et de dépliants ont été distribués par les centres de main-d'œuvre du Canada à toutes les personnes sollicitant un emploi, et par les bureaux d'immigration, aux immigrants.

Au cours de l'année, la direction a créé des commissions pour examiner la nécessité d'amendements destinés à renforcer la Loi canadienne sur les justes méthodes d'emploi, et à assurer la mise au point de procédures d'application plus efficaces.

Le personnel de la direction est passé de 4 à 6 personnes au cours de l'année, et des dispositions ont été prises pour l'augmenter encore au cours de la prochaine année financière, par suite de l'accroissement du volume de travail.

## CONSULTATION OUVRIÈRE-PATRONALE

Au cours de l'année, les 21 agents de relations industrielles au service de la Direction ont accueilli l'encouragement à la consultation ouvrière-patronale par la formation de comités mixtes au sein de l'industrie. Les fonctionnaires de cette Direction ont eu 9,644 entrevues avec des représentants du patronat, des syndicats, du gouvernement fédéral, des gouvernements provinciaux et des autorités municipales, pour encourager l'adoption de meilleures méthodes de relations industrielles dans tout le Canada.



abandonnées et 26 étaient à l'étude à la fin de l'année. Au cours de cette période, le Conseil a ordonné la tenue de 367 scrutins de représentation relativement à des demandes d'accréditation et de 22 scrutins relativement à des demandes de révocation d'accréditation.

Des 451 demandes rejetées, 257 l'ont été

parce que le demandeur n'a pas prouvé qu'il représentait la majorité des travailleurs en cause, 97 parce qu'elles s'appliquaient à des groupements non appropriés, 37 parce qu'elles se rapportaient à des travailleurs et à des employeurs occupés à un travail, une affaire ou une entreprise ne relevant pas de l'autorité du Conseil, 4 parce qu'elles avaient été présentées avant l'expiration d'une période de six mois à compter de la date du rejet d'une demande précédente à l'égard du même groupement, 11 parce qu'elles avaient été adressées avant l'expiration de 10 mois de la période d'application d'une convention et 45 ont été rejetées pour diverses raisons.

## Autre activité

*Plaintes de défaut de négocier* — Au cours de l'année, aucune plainte n'a été adressée au ministre en vertu de l'article 43 de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail, alléguant omission de la part d'une partie de négocier collectivement; par conséquent, aucune plainte n'a été déferée au Conseil.

Depuis l'entrée en vigueur de la Loi jusqu'au 31 mars 1969, le ministre a déferé au Conseil huit plaintes de défaut de négocier collectivement. Dans trois cas, le Conseil a émis des ordonnances enjoignant aux répondants de négocier collective-ment avec les plaignants; une de ces ordonnances a été révoquée par la suite. Quatre plaintes ont été rejetées parce que les dispositions de l'article 43 de la Loi ne s'appliquaient pas aux questions en litige et le retrait d'une autre plainte de cette nature a été autorisé.

*Demandes de révocation d'accréditation* — Selon l'article 11 de la Loi, lorsque de l'avis du Conseil, un agent négociateur ne représente plus la majorité des employés du groupement à l'égard duquel il a été accrédité, le Conseil peut révoquer l'accréditation.

Deux demandes de révocation d'accréditation ont été reçues au cours de l'année, et deux étaient à l'étude à la fin de l'année précédente. De ces quatre demandes, trois ont été accordées et une a été retirée. De plus, une ordonnance de désaccréditation

l'affaire.

Depuis l'entrée en vigueur de la Loi, le Conseil a reçu 86 demandes de révocation et a procédé à un travail de révision et de reconsidération qui a abouti à une révocation dans 3 autres cas. Des 86 demandes de révocation reçues au cours de la période, 54 ont été accordées, dans un cas, une déclaration a été faite précisant que l'accréditation accordée antérieurement par le Conseil était sans effet, 25 ont été refusées, 5 ont été retirées et une a été abandonnée. Trois ordonnances de désaccréditation ont été délivrées au cours de travaux de révision et de reconsidération entrepris par le Conseil.

*Demandes de révision* — L'article 61(2) de la Loi porte qu'une décision ou une ordonnance du Conseil est définitive et péremptoire et n'est pas susceptible de contestation, ni de révision, mais le Conseil peut, s'il le juge à propos, reconsidérer toute décision ou ordonnance qu'il a rendue en vertu de la Loi et peut modifier ou révoquer toute décision ou ordonnance qu'il a rendue conformément à la Loi.

Six demandes de révision ont été reçues au cours de l'année, de ces demandes une a été accordée, trois ont été rejetées, une a été abandonnée et une autre était encore à l'étude à la fin de l'année.

Depuis l'entrée en vigueur de la Loi, le Conseil a reçu 111 demandes de révision; 42 ont été accordées dans leur totalité ou en partie, 65 ont été rejetées, 2 ont été retirées, une a été abandonnée et une autre était à l'étude le 31 mars 1969.

*Demandes de moyens à prendre en vue du règlement définitif de différends concernant l'interprétation ou la violation de conventions collectives* — Selon l'article 19 de la Loi, si une convention collective ne prévoit pas de moyens à prendre pour le règlement définitif de différends concernant l'interprétation ou la violation d'une convention collective, on peut demander au Conseil de prescrire de tels moyens. Une demande de ce genre a été reçue au cours de l'année et le Conseil y a fait droit sans avoir eu à recourir à une ordonnance.

Depuis l'entrée en vigueur de la Loi, 18 demandes de ce genre ont été reçues; 8 ont été accordées, 3 ont été rejetées et 7 ont été réglées sans qu'il soit nécessaire de recourir à une ordonnance du Conseil.



en se prononçant sur les demandes d'accréditation tant qu'agents négociateurs, il est en outre chargé de prescrire, sur demande, la procédure à suivre en matière de griefs et d'arbitrage et de s'occuper, à la demande du ministre du Travail, des plaintes portant qu'une partie aux négociations collectives a négligé de faire tous les efforts raisonnablement possibles pour conclure une convention collective. Les cadres et les membres du personnel de la Direction de la représentation des travailleurs agissent en qualité d'agents et de membres du personnel du Conseil.

## LE CONSEIL CANADIEN DES RELATIONS OUVRIÈRES

Le Conseil canadien des relations ouvrières a siégé 26 jours au cours de l'année. Le Conseil a tenu 28 auditions au cours desquelles il a entendu les témoignages oraux présentés par les représentants des employeurs, des syndicats et des autres parties mises en cause dans 29 cas. Un bon nombre des cas soumis au Conseil sont réglés sans qu'il soit nécessaire de tenir des auditions.

*Accréditations* — Les 122 demandes d'accréditation d'agents négociateurs reçues par le Conseil au cours de l'année touchaient quelque 5,000 travailleurs. En outre, 27 autres demandes d'accréditation étaient à l'étude à la fin de l'année précédente. De ces 149 demandes mettant directement en cause 7,500 travailleurs, 82 ont été accordées; 17 rejetées et 24 retirées. A la fin de l'année, les 26 autres demandes étaient encore à l'étude. Au cours de l'année, le Conseil a ordonné la tenue de 18 scrutins de représentation relative-ment à des demandes d'accréditation.

Des 17 demandes d'accréditation qui ont été rejetées, 10 l'ont été parce que le demandeur n'avait pas réussi à prouver qu'il représentait la majorité des personnes en cause; trois ont été rejetées parce qu'elles visaient des groupements non appropriés; trois parce qu'elles avaient trait à des travailleurs et à des employeurs occupés à un travail, une affaire ou une entreprise qui n'entraînait pas dans le champ d'application de la Loi; enfin une a été rejetée parce que le demandeur l'a abandonnée.

Depuis l'entrée en vigueur de la Loi jusqu'au 31 mars 1969, le Conseil a reçu, 2,183 demandes d'accréditation touchant directement quelque 277,600 travailleurs. En tout, 1,268 demandes ont été accordées, 451 rejetées, 434 retirées, 4

*Autres mesures*  
Demandes d'autorisation à poursuivre — Au cours de l'année, le ministre a reçu onze demandes d'autorisation de poursuivre en vertu de l'article 46 de la Loi; une de ces demandes a été accordée, trois ont été refusées ou rejetées, deux ont été retirées, une a été abandonnée et quatre sont encore à l'étude.

Depuis l'entrée en vigueur de la Loi, le ministre a reçu 415 demandes d'autorisation de poursuivre. De ce nombre, 114 ont été accordées, 37 rejetées, 12 réglées, 220 retirées, 28 ont été abandonnées et quatre sont encore à l'étude.

*Plaintes concernant violation de la Loi* — Six plaintes de prétendues violations des dispositions de la Loi ont été adressées au ministre au cours de l'année, en vertu de l'article 44. Trois d'entre elles ont été soumises à un conciliateur; une a été réglée, une a donné lieu à une autorisation de poursuivre et une n'a pas été réglée. Trois n'offraient pas assez de preuves ou ne sont pas encore réglées.

Depuis l'entrée en vigueur de la Loi, 131 plaintes ont été formulées en vertu de l'article 44. Vingt-deux cas ont été réglés, un par une commission d'enquête industrielle et 21 par des conciliateurs. Trente-cinq cas n'ont pas été réglés ou ont été rejetés faute de preuves; 30 ont été retirés, dont 8 à la suite de l'institution d'une commission d'enquête industrielle, 21 ont été abandonnés et 23 ont donné lieu au consentement ou au refus de consentement de poursuites.

*Arbitrage* — Au cours de l'année, le ministre a reçu 25 demandes de désignation d'un arbitre des parties à des conventions collectives pour connaître de différends ayant surgi entre les parties concernant l'interprétation ou la violation de la convention collective. On a nommé un arbitre dans 17 cas. Dans les autres cas, on a retiré la demande ou les parties ont prévu d'autres arrangements. La désignation d'un arbitre par le ministre n'est pas requise par la Loi et constitue un service rendu en vertu de l'article 19 de la Loi.

## REPRÉSENTATION DES TRAVAILLEURS

La Direction de la représentation des travailleurs fournit le personnel requis aux fins de l'application des dispositions de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail qui ont trait aux pouvoirs et aux responsabilités du Conseil canadien des relations ouvrières. Le Conseil est chargé d'assurer le règlement ordonné des conflits de représentation

**Procédures de conciliation en vertu de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail à compter de l'année financière commençant le 1<sup>er</sup> avril 1949 jusqu'à l'année se terminant le 31 mars 1969, selon les résultats obtenus**

	(1)*	(2)	(3)	(4)	(5)*	(6)	(7)	(8)	(9)	(10)	(11)
Année financière se terminant le 31 mars	Nombre de cas soumis aux conciliateurs	Cas dont les se sont occupés	Cas réglés par les conciliateurs	%	Différends dont les commissions se sont occupées	Différends réglés par les commissions	Cas réglés par des commissions et par voie subséquente à conciliation de médiation sans arrêt de travail	%	Total de cas réglés par des conciliateurs, Commissions de conciliation et par voie subséquente à conciliation de médiation sans arrêt de travail	Grèves légales	Pourcentage total de cas réglés sans arrêt de travail
1950	34	28	15	54	18	12	11	92	26	1	96%
1951	44	38	19	50	21	12	9	75	28	3	90%
1952	46	37	18	49	35	20	19	95	37	1	97%
1953	63	55	32	58	37	25	24	96	56	1	98%
1954	66	55	37	67	30	25	23	92	60	2	97%
1955	80	74	48	65	30	12	10	83	58	2	97%
1956	53	49	31	63	38	23	17	74	48	6	89%
1957	60	51	32	63	40	31	25	81	57	6	90%
1958	117	88	53	60	44	23	22	96	75	1	99%
1959	108	88	63	72	44	30	24	80	87	6	94%
1960	106	91	72	79	36	28	27	96	99	1	99%
1961	82	70	52	74	27	15	13	87	65	2	97%
1962	90	76	51	67	40	25	21	84	72	4	95%
1963	79	68	51	75	32	23	18	78	69	5	93%
1964	81	59	46	78	23	15	13	87	59	2	97%
1965	115	86	65	76	32	21	17	81	82	4	95%
1966	134	104	68	65	46	31	25	81	93	6	94%
1967	128	100	72	72	47	40	29	73	101	11 1/1	90%
1968	142	114	80	70	36	24	19	79	99	5	95%
1969	165	137	108	79	40	32	24	75	132	9	94%

\* Les colonnes 1 et 5 comprennent des conflits reportés de l'année précédente et des cas en suspens.

1/ Y compris la grève nationale des cheminots qui résultait de 5 conflits distincts soumis à 5 commissions de conciliation mais qui n'ont provoqué qu'une seule grève mettant en cause tous les syndicats concernés.

Procédures de conciliation en vertu de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail au cours de l'année financière 1968-1969 et depuis l'entrée en vigueur de la Loi\*, selon les résultats obtenus

1968-1969		Nombre de travailleurs directement touchés	Nombre de travailleurs directement touchés	Différends dont s'occupaient les conciliateurs au début de la période .....		Total	
				28 137	2,930 152,198	1,516 —	1,048,154
Depuis le début jusqu'au 31 mars 1969		Nombre de travailleurs directement touchés	Nombre de travailleurs directement touchés	Différends réglés par les conciliateurs .....	105	124,342	990
				Différends non réglés par les conciliateurs .....	29	22,556	462
				Différends éteints; nulle autre mesure requise .....	3	106	36
				Différends dont s'occupaient les conciliateurs à la fin de la période .....	28	8,124	28
				Total	165	155,128	1,516
1968-1969		Nombre de travailleurs directement touchés	Nombre de travailleurs directement touchés	Différends dont s'occupaient les commissions de con- ciliation au début de la période .....	12	10,640	—
				Différends dont les parties étudiaient les recommanda- tions de la commission de conciliation au début de la période .....	—	22,529	—
				Total	40	33,169	476
				Différends réglés par les commissions de conciliation ..	24	21,274	353
				Différends non réglés par les commissions de con- ciliation .....	8	3,935	98
Depuis le début jusqu'au 31 mars 1969		Nombre de travailleurs directement touchés	Nombre de travailleurs directement touchés	Différends éteints; nulle autre intervention de com- mission requise .....	—	—	17
				Différends dont les parties étudiaient les recommanda- tions de la commission de conciliation à la fin de la période .....	—	—	—
				Différends dont s'occupaient des commissions de conciliation à la fin de la période. ....	8	7,960	8
				Total	40	33,169	476
				1,502,699	1,013,787	480,376	576
						Total	
						1,502,699	

\* Le 1<sup>er</sup> septembre 1948



Le ministre a nommé le juge Anderson au mois de mars 1968. Les séances de la commission ont commencé au début d'avril et le 30 mai le ministre recevait son rapport. Ce rapport tentait de régler toutes les questions en litige sauf celle de l'augmentation des salaires et de la durée de la convention. Le juge Anderson recommandait une augmentation de 6 p. 100 avec effet rétroactif au 1<sup>er</sup> janvier 1968 et une autre augmentation de 6 p. 100 entrant en vigueur un an plus tard. Le représentant désigné par la Société a appuyé cette recommandation mais le représentant désigné par le syndicat a refusé son accord et a recommandé deux augmentations de 9 p. 100 réparties sur une période de deux ans.

En étudiant le rapport, l'administration de la Voie maritime était d'avis qu'un règlement du conflit fondé sur une recommandation majoritaire devait tenir compte des réactions syndicales. Le syndicat a rejeté cette recommandation de deux augmentations de 6 p. 100 et voté en faveur de la grève.

Au cours de nouvelles négociations, les parties en sont venues à une impasse et, le 21 juin à 8 h. du matin, le syndicat déclencha la grève. Après environ trois semaines de grève, le ministre, à la demande du syndicat, a aménagé une rencontre entre les parties. La réunion eut lieu le 5 juillet; M. W.J. Smith, président national du syndicat, et M. Pierre Camu, président de la Voie maritime, y assistaient. M. W.P. Kelly était aussi présent à cette réunion qui n'avait pour but que de clarifier les positions puisque les comités de négociation en étaient absents.

La semaine suivante, M. Kelly, en qualité de médiateur, organisa une nouvelle rencontre entre les parties. La séance de médiation, en présence des comités de négociation au complet, commença le 12 juillet à 3 h. de l'après-midi et se continua le jour suivant. On étudia sous tous les angles 19 propositions.

tions et contre-propositions avant d'en arriver finalement à un accord le samedi 13 juillet.

L'accord sur les salaires, fondé sur un contrat de trois ans, était le suivant: 7 p. 100 à compter du 1<sup>er</sup> novembre 1967; 6 1/2 p. 100 à compter du 1<sup>er</sup> janvier 1969; et 55 1/2 p. 100 à compter du 1<sup>er</sup> janvier 1970.

La convention a été ratifiée le samedi 14 juillet et la grève a pris fin. Tard ce soir-là, les navires ont commencé à circuler dans la Voie maritime.

**Procédure de conciliation au cours de l'année**

Les mesures de conciliation en vertu de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail ont touché directement 188,297 employés. Les conciliateurs ont conclu des accords dans le cas de 105 des 165 conflits ouvriers-patronaux qui leur ont été soumis; de ces 165 conflits, 28 avaient été reportés de l'année précédente. Les conciliateurs ont été incapables de régler 28 différends et ont recommandé la nomination de commissions de conciliation. Trois conflits se sont éteints et il y a eu une grève légale. A la fin de l'année il y avait 28 conflits entre les mains des conciliateurs.

On a institué des commissions de conciliation dans le cas de 28 différends. De plus, douze commissions de conciliation instituées l'année précédente ont continué leur travail au cours de l'année. Dans le cas de 24 conflits sur 40, on a obtenu un règlement fondé sur les rapports des commissions et au cours de négociations subséquentes au travail de conciliation, ou grâce aux services de médiation du ministère. Huit différends n'ont pas été réglés et des grèves légales ont éclaté; 8 différends étaient encore entre les mains des commissions de conciliation à la fin de l'année.

Aucune commission d'enquête industrielle n'a été instituée au cours de l'année.

fet de faire passer le salaire de base de \$3.75 l'heure à \$4.60 en 1971. On a établi une caisse à même laquelle seraient versées des allocations en cas de déplacements imputables à l'évolution technique, caisse qui serait administrée par une commission formée de représentants du syndicat, de l'employeur et du gouvernement. Le syndicat a renoncé à ses demandes visant à imposer des restrictions sur l'utilisation des contenus ainsi qu'à sa proposition d'établir un système de deux postes pour remplacer le système actuel d'un poste.

*Les chemins de fer* — Les grandes compagnies ferroviaires du Canada ont conclu des conventions avec les syndicats de cheminots grâce à un nouveau service de médiation préventive mis sur pied par le ministre. Ce dernier était d'avis qu'il fallait avoir recours à la médiation dès le début des conflits pour empêcher que les négociateurs ne traînent en longueur. Ces différends, au cours des années passées, avaient amené des grèves ou des menaces de grève et abouti à l'intervention du Parlement au moyen d'une loi. Le nouveau système prévoyait les services de médiation du directeur de la Direction de la conciliation et de l'arbitrage à qui on devait l'heureux dénouement des différends qui avaient mis en cause les principales compagnies ferroviaires du Canada et le Syndicat associé des services ferroviaires non rouliers, les Syndicats des métiers d'atelier et les Travailliers unis des transports (connus sous le nom de Fraternité des agents de train).

Le directeur est intervenu au début de décembre dans le conflit opposant les Syndicats associés des services ferroviaires non rouliers aux compagnies ferroviaires et le 23 décembre 1968 un accord a été conclu. Le différend mettait en cause les compagnies ferroviaires et les syndicats des métiers d'atelier fut réglé au mois de janvier et le différend mettant en cause les Travailliers unis des transports, au mois de mars. Selon les conditions de l'accord, la convention était en vigueur pour deux ans, à compter du 1er janvier 1969, et comportait des augmentations de salaire de 13 p. 100 au total. D'autres clauses portaient sur l'amélioration du régime de congé annuel, du régime de santé et de bien-être dont les compagnies acquittaient le coût; enfin une clause importante de la convention avait trait à la sécurité de l'emploi.

*La Voie maritime* — Dans le différend entre l'administration de la Voie maritime du Saint-Laurent et la Fraternité canadienne de cheminots et employés des transports et autres ouvriers, une commission de conciliation a été pleinement constituée par la nomination à titre de président du

De nouvelles négociations directes entre les parties ont abouti à un échec et, le 18 juillet, le syndicat a déclenché la grève. Le 29 juillet, le ministre a nommé le conciliateur en chef, région de l'Ouest, médiateur chargé de réunir les parties dans un nouvel effort en vue de régler le différend. Tout au cours du mois d'août et au début du mois de septembre, il s'est tenu constamment en contact avec les parties à Port Arthur. Après qu'il eut annoncé que les négociations étaient rompues, le ministre a fait savoir, le 6 septembre, qu'il avait demandé aux directeurs des sociétés et aux dirigeants du syndicat de venir le rencontrer ainsi que les fonctionnaires de son ministère à Ottawa le 9 septembre.

Après des séances de médiation ininterrompues dirigées par le ministre, le directeur de la Direction de la conciliation et de l'arbitrage, et le conciliateur en chef, région de l'Ouest, un accord était conclu, aux petites heures du matin, le 12 septembre, qui mettait fin à la grève. Le protocole d'accord assurait une augmentation de salaire de \$1.05 l'heure répartie sur une période de trois ans allant du 1er janvier 1968 au 1er juillet 1970 et contenait une entente visant à soumettre à l'arbitrage les autres questions en litige, dont les échelles uniformes de salaire et les conséquences de l'évolution de techniques et des tâches.

*Le débardage* — Dans le différend qui opposait la Fédération des armateurs du Canada à l'Association internationale des débardeurs, la commission de conciliation présidée par le juge Allan B. Gold a poursuivi ses travaux au cours de l'année. Un accord préliminaire signé au mois de mars par les parties prévoyait que la commission aurait à juger les questions soulevées par les modifications des conventions collectives contenues dans les recommandations du rapport Picard. L'accord prévoyait aussi que le mandat de la commission se prolongerait jusqu'au 31 mars 1969.

Plusieurs semaines avant la fin de l'année, la commission a réuni les parties afin de les amener à conclure de nouvelles conventions collectives. Des négociations longues et pénibles se sont poursuivies pendant la fin de semaine de Pâques alors que le ministre et le juge Gold faisaient tout en leur pouvoir pour en arriver à un règlement. A l'aube du 8 avril, les parties ont enfin signé un accord de trois ans, écartant ainsi la menace d'une grève.

La nouvelle convention, qui touche les ports de Montréal, Trois-Rivières et Québec et vise quelque 4,000 débardeurs, prévoit une augmentation de salaire totale de \$0.85 l'heure, ce qui aura pour ef-



Le rapport recommandait les augmentations de salaire cumulatives suivantes : 7 p. 100 à compter du 1<sup>er</sup> juillet 1968; 6 p. 100 le 1<sup>er</sup> juillet 1969; 6 p. 100 le 1<sup>er</sup> juillet 1970. L'accord devait être en vigueur pour trois ans, soit du 1<sup>er</sup> juillet 1968 au 30 juin 1971. La commission a aussi présenté des recommandations sur d'autres questions en litige.

Dans son ensemble, le rapport de la commission était acceptable à la Société et au syndicat mais d'autres discussions ont éclaté à propos de cinq questions, notamment de la rétroactivité des rajustements de salaire. Le sous-ministre adjoint du Travail, secondé par le conciliateur du ministère qui s'était occupé plus tôt du conflit, ont assuré des services de médiation. Toutes les questions en suspens ont été réglées et les parties se sont mises d'accord pour signer une nouvelle convention collective qui mettrait en application les recommandations générales et particulières de la commission.

Le 16 janvier 1969, la Société Radio-Canada et le Syndicat canadien de la fonction publique ont signé un protocole d'accord. Ce protocole, ratifié par la suite, était l'oeuvre du conciliateur du ministère dans ce conflit; ce conciliateur avait en effet poursuivi sans arrêt les séances de conciliation et obtenu un accord entre les parties après des sessions interminables qui ont duré jusqu'aux premières heures du matin. La convention, qui est valable pour deux ans à compter du 1<sup>er</sup> janvier 1968, prévoit une augmentation de salaire totale d'environ 14 p. 100. Quelque 1,800 travailleurs employés à la production étaient en cause.

Le différend entre la Guilde des services de presse du Canada et la Société Radio-Canada a été confié à une commission de conciliation qui n'a pas tenu de réunion officielle. Les parties elles-mêmes sont parvenues à un accord au cours de négociations directes qui touchaient environ 150 employés du service des nouvelles. La nouvelle convention accordait des augmentations de salaire de 7 et 6 p. 100 réparties sur une période de deux ans.

En janvier 1969, quelque 45 surveillants de studio de télévision de Montréal, représentés par l'Association nationale des employés et techniciens en radiodiffusion, ont ratifié un protocole d'accord signé entre leur syndicat et la Société Radio-Canada. Une commission de conciliation présidée par le juge Walter Little de Parry Sound avait été antérieurement saisie du différend. L'accord prévoyait des augmentations de salaire de 7 et 6 p. 100 réparties sur deux ans.

mandations différentes.

Après la publication du rapport de la commission, les parties ont entamé des négociations directes; quand elles en sont arrivées à une impasse, le ministre a nommé comme médiateurs deux des conciliateurs du ministère. Les médiateurs se sont immédiatement occupés du conflit et ont tenu des sessions intensives avec les deux parties. Tard dans la soirée du 19 mars, le ministre est intervenu dans les négociations; après avoir été mis au courant par les médiateurs, il s'est dépensé sans compter afin de trouver une solution de compromis qui serait acceptable aux deux parties. On en est venu à un accord aux premières heures du matin suivant et un protocole d'accord a été signé qui prévoyait une augmentation de salaire de 10 p. 100 avec effet rétroactif au 1<sup>er</sup> avril 1968 et une autre augmentation de 7 p. 100 à compter du 1<sup>er</sup> avril 1969. La convention, qui est valable pour une période de deux ans à compter du 1<sup>er</sup> avril 1968 touche quelque 2,200 employés.

Un conciliateur a réglé le différend opposant des travailleurs du service d'immuables. La convention, qui touchait quelque 100 travailleurs prévoit des augmentations de salaire semblables à celle que nous avons mentionnées plus haut.

Le ministre a institué une commission de conciliation pour connaître d'un différend entre la Société Radio-Canada et l'Association des employés de la radio et de la télévision du Canada. En décembre 1968, il a nommé M. Harry Arthur de l'école de droit Osgoode président de cette commission. Celle-ci a tenu des séances publiques au cours des mois de janvier et février 1969 et a présenté son rapport au ministre le 4 mars. Le rapport, que le président a signé au nom des autres membres de la commission, ne contenait aucune recommandation au sujet de la question principale de l'augmentation des salaires.

*Entreposage des céréales* — Au mois de mai 1968, le ministre a nommé M. R.A. Gallagher, c. r., de Winnipeg, président d'une commission de conciliation instituée pour connaître d'un différend entre 10 entreprises d'élevateur de la Tête des lacs et la Fraternité des commis de chemins de fer, de lignes aériennes et de navires à vapeur. Le 2 juillet 1968, il a reçu le rapport de la commission. A propos de la question des salaires, le président a recommandé une augmentation de 70c. l'heure répartie sur deux ans alors que les deux autres membres de la commission ont soumis des recommandations différentes.



## CONCILIATION ET ARBITRAGE

## Services de conciliation

Les différends qui ont le plus exigé du service de conciliation du ministère se rapportaient au transport aérien, à la radiodiffusion, à l'entreposage des céréales, au débarbage, aux chemins de fer et à la voie maritime.

*Le transport aérien* — En avril 1968, le ministre du Travail a institué une commission de conciliation pour connaître d'un différend entre Air Canada et l'Association canadienne des pilotes de lignes aériennes. La commission était présidée par M. Maxwell Cohen, doyen de la faculté de droit de l'Université McGill. Le ministre a reçu le rapport de la commission au mois d'août. Les membres faisaient diverses recommandations à propos des salaires et le président recommandait une augmentation globale de 16 1/2 p. 100 répartie sur deux ans. Les deux parties ont rejeté le rapport. Le syndicat a tenu un scrutin de grève et celle-ci a été fixée au 29 août 1968.

Les parties ont poursuivi les négociations et conclu un accord quelques heures avant l'heure fixée pour la grève. Le nouvel accord prévoyait une augmentation de salaire de 17 p. 100 répartie comme il suit : 10 p. 100 pour les quinze premiers mois et 7 p. 100 pour un an à partir du 1<sup>er</sup> juillet 1969. Il y avait aussi plusieurs améliorations importantes apportées aux conditions de travail et aux avantages sociaux. Environ 1,100 pilotes étaient en cause.

En octobre 1968, au cours d'un différend survenu entre Air Canada et l'Association canadienne du personnel de ligne de transport aérien, le ministre a nommé le juge René Lippe de Montréal président d'une commission de conciliation. Le rapport de la commission a été présenté en novembre mais il ne contenait aucune recommandation au sujet des questions en litige. Le 2 décembre, le ministre a expédié des télégrammes au juge Lippe, aux membres de la commission et aux parties dans lesquels il chargeait le président de réunir la commission à nouveau et de présenter un autre rapport contenant des recommandations sur les principales questions pécuniaires et non pécuniaires.

Les parties ont entrepris des négociations serrées devant la commission et, le 12 décembre, celle-ci présentait au ministre un rapport unanime.

Le 22 octobre, le ministre a reçu le rapport de la commission. Parce qu'il ne contenait aucune recommandation ni constatation, le ministre a demandé que le juge Little réunisse la commission à nouveau et présente un autre rapport contenant des recommandations sur les principales questions pécuniaires et non pécuniaires qui faisaient l'objet du litige.

Le 22 octobre, le ministre a tenu plusieurs séances publiques. Le 22 octobre, le ministre a reçu le rapport de la commission. Parce qu'il ne contenait aucune recommandation ni constatation, le ministre a demandé que le juge Little réunisse la commission à nouveau et présente un autre rapport contenant des recommandations sur les principales questions pécuniaires et non pécuniaires qui faisaient l'objet du litige.

*La radiodiffusion* — On a institué une commission de conciliation pour connaître du différend entre la Société Radio-Canada et l'Association nationale des employés et techniciens en radiodiffusion. En août 1968, la commission fut complétée lorsque le ministre nomma le juge Walter Little de Parry Sound (Ont.) comme président.

Le 6 décembre, M. O'Connor commença à Toronto ses séances publiques qui se poursuivirent jusqu'au 8. La commission ajourna le 9 décembre et reprit ses séances à Montréal le 10. La veille de la réunion, le syndicat commença une grève du zèle.

Le 10 décembre, le ministre nomma M. T.C. O'Connor de Toronto à titre de président remplaçant. Le 6 décembre, M. O'Connor commença à Toronto ses séances publiques qui se poursuivirent jusqu'au 8. La commission ajourna le 9 décembre et reprit ses séances à Montréal le 10. La veille de la réunion, le syndicat commença une grève du zèle.

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en circulation au cours de l'automne 1969.

La Direction a apporté une attention toute particulière à l'amélioration générale de la Gazette du Travail au cours de l'année écoulée. Une nouvelle méthode d'impression a été adoptée, à partir du numéro d'avril 1968, en vue d'accroître l'efficacité de la production, notamment en ce qui concerne les illustrations. Une nouvelle politique en matière de rédaction a également été adoptée au cours de l'année, selon laquelle le rédacteur en chef est autorisé à demander à des experts en relations industrielles, ne faisant pas partie du ministère, d'écrire des articles spéciaux pour la Gazette. Le tirage total des éditions en français et en anglais de la Gazette du Travail a atteint une moyenne mensuelle sans précédent de 15,816 au cours de

l'année financière 1968-1969.

Les relations avec les divers organes d'information se sont poursuivies au même rythme. La Direction a diffusé au cours de l'année écoulée 185 communiqués à la presse dans les deux langues, portant sur une vaste gamme d'activités du ministère. En outre, un certain nombre d'articles spéciaux ont été publiés par la presse sur les programmes de certaines directions, dont celles de l'économie et des recherches et de la consultation ouvrière-patronale. Les relations avec les organes d'information ont été particulièrement fréquentes au cours de la dernière moitié de l'année financière, du fait des cérémonies qui marqueront le 50<sup>e</sup> anniversaire de l'Organisation internationale du Travail.



cours de l'année financière écoulée une vaste enquête sur les services d'information du gouvernement fédéral. Un agent d'information de la Direction a été détaché auprès de l'équipe de recherche du Groupe d'étude pendant une période de six semaines.

En dépit du travail supplémentaire que lui ont imposé ces travaux spéciaux, le personnel de la Direction a participé à des programmes de formation. On a consacré à des fins de formation, au cours de l'année financière écoulée, un total de 140 jours-homme, dont 74 à des cours de langue française et 66 à des cours de gestion, de surveillance et de perfectionnement.

La Direction a fait appel aux divers organes d'information au cours de l'année pour mener des campagnes publicitaires spéciales, à l'échelon national, pour le compte de la Direction des justes méthodes d'emploi. "Quels sont vos droits?", de la Direction de la prévention des accidents et de l'indemnisation "Nouveaux règlements en matière de sécurité pour les mineurs de charbon de la Nouvelle-Ecosse", du Bureau de la main-d'œuvre féminine "A travail égal salaire égal".

L'activité de la Direction en matière d'expositions et d'étalages a atteint de nouveaux sommets. Le principal étalage du ministère a été présenté à la réunion biennale du Congrès du Travail du Canada à Toronto, en mai 1968, à la conférence de la Confédération des Syndicats nationaux à Québec, en octobre, et au congrès de la Fédération du Travail de Colombie-Britannique à Vancouver, en novembre. En outre, 14 présentoirs transportables destinés à être placés sur des tables ont été fabriqués à l'intention des agents régionaux de la consultation ouvrière-patronale, de même qu'un certain nombre d'étalages spéciaux pour les agents des justes méthodes d'emploi.

Les efforts en vue de la création d'une cinématèque nationale permanente des relations industrielles se sont poursuivis, et trois réunions d'organisation ont été tenues avec des représentants du Congrès du Travail du Canada, de la Confédération des Syndicats nationaux, de l'Asso-ciation des manufacturiers canadiens et de l'Office national du film. En même temps, on a terminé une révision complète de tous les films conservés à la Cinémathèque de films industriels et 650 films périmés ont été retirés de la circulation.

Deux grandes productions cinématographiques, *The Challenge of Change* et *A Matter of Survival*, en étaient au stade final de la production à la fin de l'année et devraient pouvoir être mises

Une enquête a également été menée parmi les lecteurs de la Gazette du Travail pour la première fois dans l'histoire de cette publication qui paraît depuis 68 ans. Vers la fin de l'année, les dispositions avaient été prises pour mener une enquête parmi les lecteurs de "Travail d'équipe dans l'industrie", revue publiée par la Direction dix fois par an, dans le cadre du programme de consultation ouvrière-patronale.

Deux nouvelles publications de la Direction ont vu le jour au cours de l'année écoulée. "La recherche sur le travail et les relations industrielles au Canada — Etat des travaux" a été le résultat d'une collaboration étroite entre notre Direction et la Direction de l'économie et des recherches. Ce rapport, que l'on projette de publier tous les ans, a été conçu pour fournir à tous ceux qui travaillent dans le domaine de la recherche en matière de relations industrielles, surtout au Canada, une revue générale de la situation en vue d'améliorer les communications au sein de ce milieu hautement spécialisé. L'accueil qu'a reçu cette première édition est très encourageant et l'on espère que cette contribution du ministère en vue de l'établissement de meilleures communications s'avèrera fructueuse.

"Dialogue", une autre publication nouvelle qui paraîtra tous les trois mois, est la revue destinée aux employés du ministère du Travail.

Au cours du dernier trimestre de l'année, une étude a été entreprise en vue de changer complètement l'aspect des périodiques du ministère, de ses publications, de sa papeterie, etc.

En plus de l'exécution du travail normal de la Direction, on a répondu, au cours de l'année écoulée, à un certain nombre de demandes spéciales. Le plus important a été la participation très active de la Direction à la mise au point d'un programme national pour la célébration, en 1969, du 50<sup>e</sup> anniversaire de l'Organisation internationale du Travail. Des articles de documentation générale sur l'histoire et les réalisations de l'OIT, ainsi que sur le rôle du Canada au sein de cette organisation, ont été rédigés pour fins de distribution à la presse, à la radio, à la télévision ainsi qu'aux revues de syndicats et d'industries. La Direction a également coopéré étroitement avec les Archives publiques pour la préparation d'une exposition spéciale de sculptures sur l'OIT et les Canadiens au travail; elle a aussi coopéré avec le ministère des Postes à la mise en circulation du timbre-poste spécial de l'OIT. La Direction a également fourni des renseignements au Groupe d'étude des services d'information, qui a mené au



Direction s'est efforcée de fournir des services courants de soutien et de consultation, et elle a également participé à un certain nombre de nouveaux programmes du ministère au cours de l'année.

Une de ses réalisations les plus marquantes a été l'élaboration et la discussion de principes en vue d'un nouveau système de gestion qui portera le nom de Gestion par objectifs, et qui fonctionnera dans le cadre du grand système dit Plan, Programme, Budget. Ces principes ont constitué le thème central d'une série de nouveaux colloques à l'intention des administrateurs et de cours de formation pour les surveillants, entrepris avec tout le personnel de gestion à l'administration centrale; il en est résulté la décision de créer un programme de gestion par objectifs, à titre de projet pilote, pour une durée de six mois, dans deux directions du ministère, celle des normes du travail et celle des services d'information et de relations extérieures.

Les communications ont continué de faire l'objet de discussions dans toutes les activités du ministère dans le domaine de la formation et un comité de fonctionnaires de cinq directions de Vancouver a été créé, à titre expérimental, en vue d'améliorer les communications internes hors de l'administration centrale.

Au début de l'année, le sous-ministre a signé avec le secrétaire du Conseil du Trésor un protocole d'entente autorisant le ministère à procéder au classement des postes dans des groupes désignés de fonctions. Cette nouvelle autorisation a accéléré le processus de l'évaluation des tâches par une commission de 15 hauts fonctionnaires du ministère qui avaient auparavant reçu une formation spéciale et suivi des stages appropriés assurés par la Division de la classification et de la paie. Le ministère a pris au total 124 décisions de classification de postes au cours de l'année, 62 autres décisions ont été obtenues du Conseil du Trésor, et 104 postes ont été évalués et convertis dans le cadre du programme de conversion entrepris à l'échelon gouvernemental en vue de préparer la négociation collective dans la Fonction publique. Le sous-ministre a également signé un protocole d'entente avec le président de la Commission de la Fonction publique, autorisant le ministère à exercer à l'égard d'un certain nombre de groupes d'occupations toute l'autorité en matière de nomination que confère la Loi de l'emploi dans la Fonction publique. Des dispositions spéciales ont été prises dans le domaine de la formation, pour

nouvelles et supplémentaires.

Des agents négociateurs ont été accrédité pour représenter un nombre important d'employés du ministère au cours de l'année, ce qui inaugure un nouveau régime de rapports d'employeur à employé. Une convention collective ne concernait qu'un petit nombre d'employés du ministère, mais la signature d'autres conventions visant la grande majorité des membres du personnel du ministère était imminente à la fin de l'année. Des préparatifs en vue de donner au personnel de gestion la formation requise pour l'administration de ces conventions ont été menés à bonne fin.

Un conseiller en bilinguisme a été nommé au ministère à la fin de l'année et a immédiatement commencé à élaborer des plans à court terme et à long terme pour aider le ministère à mettre en pratique la politique du gouvernement en matière de bilinguisme. Vingt-quatre pourcent des membres du personnel du ministère ont déclaré être bilingues et vingt employés ont assisté au cours donnés par le Bureau des langues de la Commission de la Fonction publique, tant en français qu'en anglais.

## DIRECTION DES SERVICES D'INFORMATION ET DE RELATIONS EXTERIEURES

Dans toute la mesure de ses ressources, la Direction a continué à assurer une gamme normale de services d'information à l'ensemble du ministère et, à titre de service spécialisé, à l'appui de certains programmes particuliers. Le principal souci de la Direction en matière de politique a toutefois été de poursuivre la révision et la réévaluation de l'efficacité de ses divers programmes traditionnels d'information du public et de déterminer, de la façon la plus précise possible, quels sont les points qui nécessitent des améliorations.

Conformément à cette politique, la Direction a cherché à connaître, au cours de l'année, l'opinion et l'attitude du public tant sur un plan général que sur certains plans particuliers. Le point culminant de ses efforts a été la réalisation d'une enquête portant sur un groupe statistiquement représentatif de 600 travailleurs du sexe masculin, âgés de plus de 21 ans, répartis dans 12 villes canadiennes de plus de 200,000 habitants. Réalisée pour le compte du ministère par une entreprise du secteur privé, cette enquête a fait l'objet d'un rapport intitulé *A Study of Canadian Public Attitudes Toward the Role of Government in Labour Relations*, qui contient de nombreux renseignements très utiles pour l'avenir.

réalisé à l'aide de l'ordinateur IBM 360/65 du Bureau central de traitement des données.

La Section du contrôle des données utilise des perforatrices et des blocs d'informations et assure la planification, l'échelonnement, l'orientation et la coordination de l'application des programmes d'activité du ministère à l'aide de l'ordinateur IBM 360/65 du Bureau central de traitement des données.

Les projets de conversion des méthodes de travail de la Direction des rentes sur l'Etat, en prévision de l'utilisation de l'ordinateur IBM 360/65, ont été retardés en 1968-1969 à cause du manque du personnel suffisamment qualifié.

La réorganisation de la Division et la priorité accordée au programme de recrutement de personnel qualifié devraient permettre de terminer la conversion des méthodes de travail à la Direction des rentes et de réaliser d'autres objectifs concernant l'application des programmes.

### Réformes administratives

Le but principal de cette Division est d'assurer un service consultatif aux directeurs pour les aider à résoudre leurs problèmes concernant l'organisation, les systèmes, la procédure et les méthodes de travail, et d'autres procédés administratifs en vue de l'adoption de nouvelles techniques relatives aux sciences de l'administration en voie de développement. Ce travail revêt un caractère consultatif, alors que des spécialistes analysent les problèmes, recommandent des mesures de redressement et, sur demande, aident à l'application des programmes d'amélioration.

Au cours du dernier trimestre de 1968-1969, en dépit de ses ressources limitées en personnel, la Division a lancé son premier programme de simplification des tâches dans la Direction des pensions dans l'industrie et des rentes sur l'Etat.

En 1969-1970, la Division se propose de déterminer les besoins des directeurs en matière de services de consultation afin de pouvoir estimer quel sera le personnel requis à la Division des réformes administratives et s'organiser en conséquence.

### ADMINISTRATION DU PERSONNEL

L'objectif principal de la Direction de l'administration du personnel est de fournir aux autorités les services nécessaires à la réalisation des objectifs du ministère par une utilisation optimale des ressources en main-d'œuvre. Dans ce rôle, la

suite du remaniement du ministère du Travail, ont pris fin en avril 1968.

*Services du matériel* — Des discussions menées avec le ministère de la Production de défense ont abouti à l'adoption par le ministère, en août, d'un service centralisé d'approvisionnement administratif par le ministère de la Production de défense. L'adoption de ce système a permis au ministère du Travail de réduire à néant ses stocks de papeterie, etc., et de disposer ainsi d'une superficie additionnelle d'environ 3,000 pieds carrés. Ce nouveau système permet aux bureaux aux commandes, à Ottawa comme dans les bureaux extérieurs, de commander certains articles de bureau désignés directement au ministère de la Production de défense.

*Archives* — Dans le cadre du programme de conversion des dossiers, on a adopté de nouveaux systèmes de classification au sein de la Direction des justes méthodes d'emploi, de la Direction de la législation, et de la Direction de la conciliation et de l'arbitrage.

La conversion d'une nouvelle tranche de 25 p. 100 des dossiers du ministère a été approuvée par l'entremise du comité ministériel chargé du calendrier d'élimination des dossiers; elle doit normalement être terminée en 1969.

*Services de transcription* — Assurant des services coordonnés et fonctionnant selon un système de mesure du travail, cette Section assure des services de dactylographie, de sténographie, de transcription de textes dictés à la machine, et de photocopie à toutes les directions du ministère. Elle sert aussi de centre de formation à l'intention du personnel nouvellement engagé et fournit à toutes les directions des secrétaires qualifiées et expérimentées, temporairement ou en permanence.

*Traitement des données*

Cette Division a pour tâche d'assurer le traitement électronique des données pour le compte du ministère.

On a terminé au cours du dernier trimestre de l'année la mise au point des plans aux fins de la réorganisation de la Division du traitement des données. Selon les plans proposés, il y aurait deux Sections: la Section du contrôle des données et la Section de la programmation et de l'analyse des systèmes.

Cette dernière serait chargée d'assurer un service de programmation et d'analyse électronique des systèmes pour le traitement des données en masse, à l'intérieur du ministère, lequel serait



# DIRECTIONS RELEVANT DIRECTEMENT DU SOUS-MINISTRE

## SYSTEME PLAN, PROGRAMMATION, BUDGET

### Groupe de travail

En octobre 1968, M. P.-R. Parent, directeur des services financiers et administratifs, prenait charge d'un groupe de travail mis sur pied pour étudier les méthodes actuelles de planification et d'établissement du budget et recommander les moyens à prendre en vue de l'adoption, dans le ministère, d'un système Plan, Programmation, Budget qui soit efficace, aux fins de l'affectation des ressources. Les fonctions précises du groupe consistent à :

- a) arrêter des objectifs spéciaux à tous les niveaux d'activité, en vue de la réalisation du principal objectif du ministère;
- b) procéder à une analyse systématique visant à clarifier les objectifs à tous les niveaux d'activité secondaire et évaluer, par une analyse de rentabilité, les solutions de rechange propres à en assurer la réalisation;
- c) déterminer les critères dont on pourrait s'inspirer pour établir des programmes de travail, pour une année à la fois, dans le cadre de chaque secteur d'activité ou programme;
- d) proposer un régime d'information pour chaque secteur d'activité ou programme, en vue de fournir des données devant servir de guide à la réalisation des objectifs des programmes;
- e) évaluer les activités en cours et leur rapport avec les objectifs du ministère et recommander des mesures appropriées;
- f) voir si les ressources actuelles sont suffisantes en regard aux objectifs de travail et faire les recommandations voulues quant aux besoins futurs de ressources, pour une période de 5 ans, en offrant diverses propositions de rechange fondées sur des principes de rentabilité, pour aider à la prise des décisions;
- g) faire des recommandations touchant la création d'un organisme au sein du ministère, chargé d'assurer une appréciation continue des objectifs et de la matière des programmes compte tenu du rôle du ministère prévu dans la loi;
- h) remplir d'autres tâches connexes qui contri-

bueront à l'adoption d'un système Plan, Programmation, Budget, au sein du ministère. Un économiste, un analyste de la gestion et un agent du personnel, avec l'aide de deux membres du personnel de soutien, ont été affectés au service du groupe de travail. Le travail a débuté le 15 novembre 1968 et le groupe est censé le terminer pour le mois de juillet 1970.

## SERVICES FINANCIERS ET ADMINISTRATIFS

Comme au cours des années précédentes, l'objectif principal de cette Direction a été de fournir au ministère le soutien financier et administratif et les services consultatifs dont il a besoin. A cette fin, la Direction s'acquitte de quatre fonctions bien distinctes.

### Services financiers

L'objectif principal de cette Division consiste dans la mise au point, l'application et le maintien de systèmes et de procédés appropriés en matière de comptabilité et de budget; il consiste en outre à donner des conseils et des directives qui permettent aux autorités du ministère de contrôler et de répartir les ressources et de réaliser les objectifs des programmes. Au cours du premier trimestre de 1968-1969, la Division a mis au point et appliqué les premières mesures de contrôle budgétaire à l'intention de la direction. De nouveaux perfectionnements seront apportés à ce système au cours de l'année 1969-1970, en même temps que des améliorations aux modes d'établissement des rapports sur l'administration du ministère.

### Services de bureau

Cette Division, qui se compose de 4 sections, — locaux et communications, services du matériel, archives y compris les services du courrier et des messagers, et services de transcription, — doit mettre ses services à la disposition de toutes les directions du ministère.

*Locaux* — Des transformations effectuées à l'intérieur de l'immeuble Sir Wilfrid Laurier, par



Bureau du directeur général	\$	33,493	731,790	108,139	223,832	43,853	73,923	1,215,030	53,094	51,109	70,443	702	60,249	7,043	37,746	1,495,416
Econometique et recherches	\$															
		1,992	32,509	2,323	13,934	1,231	1,105	53,094	51,109	70,443	702	60,249	7,043	37,746		
Légis-lation	\$															
		32,509	2,323	13,934	1,231	1,105	73,923	53,094	51,109	70,443	702	60,249	7,043	37,746		
Affaires interna-tionales du travail	\$															
		32,509	2,323	13,934	1,231	1,105	73,923	53,094	51,109	70,443	702	60,249	7,043	37,746		
Services spéciaux	\$															
		32,509	2,323	13,934	1,231	1,105	73,923	53,094	51,109	70,443	702	60,249	7,043	37,746		
Biblio-thèque	\$															
		32,509	2,323	13,934	1,231	1,105	73,923	53,094	51,109	70,443	702	60,249	7,043	37,746		
Ensemble du Programme	\$															
		32,509	2,323	13,934	1,231	1,105	73,923	53,094	51,109	70,443	702	60,249	7,043	37,746		
Administration			Personnel													
		1,992	Transport et communications													
		—	Information													
	14,066	Services professionnels et spéciaux														
	702	Loyers														
	1,200	Matériel et approvisionnements														
	—	Acquisition de fournitures et accessoires														
	158	Autres dépenses														
Total partiel		50,909	908,391	121,543	280,341	46,080	88,152	1,495,416								
Subventions, contributions et subsides																
			Allocations d'aide de transition aux travailleurs de l'industrie de l'auto-mobile et de l'industrie des pièces d'automobile													
			A l'Institut international d'études sociales, y compris des subventions à des boursiers canadiens qui tra-vaillent à l'Institut													
			Au Centre international de perfec-tionnement de Turin (Italie)													
			Subventions pour des travaux spéciaux de recherches dans le domaine du travail													
			Programme d'encouragement à la construction de maisons en hiver (d'engagements non réglés)													
Total partiel		—	89,280	—	—	—	—	—	—	—	—	—	—	—	—	—
Total		50,909	997,671	121,543	380,341	457,435	88,152	2,096,051								

Bureau du sous-ministre adjoint	Normes du travail	Bureau de la main- d'oeuvre féminine	Pensions dans l'industrie et l'État	Prévention des accidents et indemn- isation	Ensemble du programme	Total					
						\$	\$	\$	\$	\$	\$
						32,970	579,259	24,213	803,138	488,830	1,928,410
						1,438	88,775	3,170	20,060	60,299	173,742
						—	6,063	43,578	2,730	11,953	64,324
						—	—	—	68,781	121,746	190,527
						—	—	—	12,664	—	12,664
						996	18,585	2,135	22,537	15,572	59,825
						336	7,811	2,304	598	6,458	17,507
						59	9,427	35	69	425	10,015
						35,799	709,920	75,435	930,577	705,283	2,457,014
						—	—	—	—	3,474,425	3,474,425
						35,799	709,920	75,435	930,577	4,179,708	5,931,439

Bureau du sous-ministre adjoint	Services de conciliation	Consul- tation ouvrière- patronale	Représen- tation des travailleurs	Justes méthodes d'emploi	Ensemble du programme	Total						
						personnel .....	transport et communica- tions .....	information .....	services professionnels et spéciaux .....	matériels et approvision- nements .....	acquisition de fournitures et d'accessoires .....	autres dépenses
\$ 36,399	\$ 269,569	\$ 304,360	\$ 88,158	\$ 46,991	\$ 745,477	.....	1,212	30,142	61,428	10,079	13,955	116,816
—	3,526	44,015	789	64,324	112,654	.....	—	—	—	1,632	306	209,742
116	5,582	7,944	2,392	15,061	17,666	.....	—	—	—	480	9,734	127,688
25	179,252	4,172	25,813	480	209,742	.....	—	—	—	480	9,734	127,688
37,752	491,006	428,572	142,132	127,688	1,227,150	.....	—	—	—	480	9,734	127,688



ÉTAT DES DÉPENSES PAR PROGRAMME ET PAR ACTIVITÉ POUR L'ANNÉE FINANCIÈRE 1968-69  
Programme : Administration générale

Ensemble du programme	Services financiers et adminis- tratifs	Services d'information et des relations extérieures	Administration du personnel	Cabinet du sous- ministre	Cabinet du ministre	Total	
						\$	
		\$	\$	\$	\$	100,127	Personnel .....
		379,268	180,067	141,548	8,144	18,545	Transport et communi- cations .....
		17,262	12,443	221	65		Information .....
		155,567	457	—	—	—	Services professionnels et spéciaux .....
		37,451	4,924	—	27		Loyers .....
		600	—	—	—		Frais de réparation et d'entretien. ....
		—	—	—	7,221		Matériel et approvisionne- ments .....
		20,405	6,228	5,010	5,470		Acquisition de fournitures et d'accessoires. ....
		1,054	3,493	3,482	10,000		Subvention au Frontier College .....
		—	—	8,000	—		Subvention au Collège des des travailleurs. ....
		760	10	1,528	395		Autres dépenses .....
		612,367	207,622	177,933	131,850		Total
		\$	\$	\$	\$	1,908,0	
		692,586	180,067	141,548	100,127		
		23,686	12,443	8,144	18,545		
		1,832	457	221	65		
		16,561	4,924	—	—		
		14,366	—	—	27		
		1,417	—	—	—		
		24,522	6,228	5,010	7,221		
		3,063	3,493	3,482	10,000		
		—	—	8,000	—		
		230	10	1,528	395		
		778,263	207,622	177,933	131,850		
		1,908,0	207,622	177,933	131,850		

ETAT COMPARATIF DES DÉPENSES PAR CRÉDIT MINISTÉRIEL POUR  
LES ANNÉES FINANCIÈRES 1967-68 ET 1968-69

1967-1968		1968-1969	
Ministre du Travail — traitement et indemnité d'automobile .....	\$	17,000	\$
Administration général, y compris des subven- tions de \$10,000 au Frontier Collège, de \$5,000 en 1967-1968 et de \$8,000 en 1968- 1969 au Collège canadien des travailleurs et, en 1967-1968, de seulement \$5,000 à la Conférence mondiale sur l'éducation syndicale .....		1,846,513 (1)	1,894,616
Administration des services concernant les relations du travail, y compris l'encourage- ment à la consultation ouvrière-patronale et l'application de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail, de la Loi canadienne sur les justes méthodes d'emploi et de la Loi sur l'égalité de salaire pour les femmes .....		1,318,779	1,227,150
Administration des services concernant les normes du travail et les indemnités, y compris l'application de la Loi sur les justes salaires et les heures de travail, de la Loi relative aux rentes sur l'Etat, de la Loi sur l'indemnisation des employés de l'Etat, de la Loi sur l'indemnisation des marins marchands, du Code canadien du travail (Normes) et du Code canadien du travail (Sécurité) .....	2,089,248		2,457,014
Versements d'indemnités aux employés de l'Etat et aux marins marchands .....	3,362,579	5,451,827	3,474,425
Recherches et développement — Adminis- tration, y compris la coordination et l'élargissement de la participation du Canada aux affaires internationales du travail, le développement et la coordination du programme du ministère concernant les mesures d'urgence, l'administration de l'aide de transition accordée aux travailleurs dans les industries de fabrication d'automobiles et de pièces d'automobile et activités connexes .....	1,264,535		1,495,416
Subventions, contributions et subsidés .....	981,186	2,245,721	600,635
Total des dépenses	\$ 10,879,840	\$ 11,162,675	

(1) Comprend la somme de \$81,123 pour les services de bibliothèque qui est imputée au  
"Programme de recherches et de développement"

ÉTAT COMPARATIF DES DÉPENSES PAR ARTICLE POUR  
LES ANNÉES FINANCIÈRES 1967-68 ET 1968-69

	1967-1968	1968-1969
	\$ 7,563,988 (1)	\$ 8,360,795 (1)
Personnel .....	305,562	423,732
Transport et communications .....	432,605	386,229
Information .....	868,431	824,480
Services professionnels et spéciaux .....	37,030	28,359
Loyers .....	413	1,417
Frais de réparation et d'entretien .....	154,098	201,126
Matériel et approvisionnements .....	23,904	50,846
Acquisition de fournitures et d'accessoires .....	485,763	260,426
Autres dépenses .....		
Total des frais inhérents à l'activité du ministère .....	\$ 9,871,794	\$10,537,410
Subventions, contributions, subsides tels qu'ils sont présentés en détail dans les tableaux ci-après	1,008,046	625,265
Total des dépenses	\$10,879,840	\$11,162,675

(1) Comprend:

Indemnités pour blessures subies au travail par des  
employés de la Fonction publique ..... \$ 2,952,907  
Contribution du gouvernement à la caisse de retraite  
des agents des rentes sur l'État ..... \$ 35,000  
—

1967-1968

1968-1969



bilinguisme du ministère. Les autres nominations parmi le personnel supérieur sont celles de M. William D.M. Mathers, au poste de directeur adjoint des pensions dans l'industrie et des rentes sur l'Etat, de M. J.F. Walsh, au poste de chef de la Division de la main-d'oeuvre à la Direction de l'administration du personnel et de M. Charles Helmes, au poste de chef de la Division des services financiers à la Direction des services administratifs.

Au 31 mars 1969, nos effectifs en années-homme étaient de 889 dont 26 employés occasionnels, mais le ministère fonctionnait avec un maximum de 786 années-homme, en excluant les employés occasionnels.

Au cours de l'année, trois fonctionnaires supérieurs ont pris leur retraite: en avril, M. H.S. Johnstone, directeur des normes du travail; en juin, M. J.G. Fletcher, directeur des pensions dans l'industrie et des rentes sur l'Etat; en janvier 1969, M. G.W. Wilson, bibliothécaire en chef. Leurs remplaçants respectifs sont: MM. Banning H. Hardie, F.M. Hereford et James Whitridge. Au mois d'octobre, Mlle Sylvia Gelber du ministère de la Santé nationale et du Bien-être social a été nommée au poste vacant de directrice du Bureau de la main-d'oeuvre féminine et, en novembre, M. R.D. Blackburn est devenu directeur suppléant des Services financiers et administratifs pendant que le directeur dirigeait l'équipe spécialisée P.P.B. En décembre, M. G.L. Poulin, anciennement au service du Secrétariat d'Etat, a été nommé conseiller en

1970. Puisque les travailleurs sont maintenant protégés pendant une période normale de 3 ans, ils pourront désormais toucher des prestations jusqu'à une date aussi éloignée que juin 1973. A l'avenir, c'est le directeur général de la recherche et du développement qui administrera ce programme puisque la Direction des services spéciaux qui en avait la charge a cessé d'exister à la fin de l'année. C'est cette Direction qui, dans le passé, avait administré des programmes comme le Programme d'encouragement à la construction de maisons en hiver, le Programme d'encouragement des travaux d'hiver dans les municipalités, le Programme fédéral-provincial de la main-d'œuvre agricole ainsi que les mouvements de travailleurs du Canada vers les Etats-Unis et vice versa; tous ces programmes ont maintenant pris fin.

Trois commissions d'enquête ont été nommées en vertu du Code canadien du travail (Normes) dans le cas de (1) des camionneurs routiers au service des entrepreneurs postaux du ministère des Postes, (2) de la navigation et du transport maritime depuis les ports du bas Saint-Laurent et de la Côte Est, et (3) des employés autres que le personnel du bureau dans la division du charbon de la Société de développement du Cap-Breton. La première de ces commissions a présenté son rapport avant la fin de l'année et a recommandé une nouvelle suspension de l'application de la partie I du Code (durée du travail); on a émis un ordre applicable jusqu'au 30 juin 1971, qui établit des normes spéciales à respecter relativement à l'emploi des camionneurs routiers des Postes. A la fin de l'année, l'industrie ferroviaire était la seule qui bénéficiait encore d'un ajournement en attendant une décision du ministre.

Deux directions, celle de la législation et celle de l'économique et des recherches, ont entrepris des travaux de recherche pour le compte de l'Equipe spécialisée en relations de travail, insituée par le premier ministre. Le rapport de l'Equipe spécialisée, "Les relations du travail au Canada", a été déposé en Chambre le 26 mars 1969. Au cours de l'année, la Direction de la consultation ouvrière-patronale a parrainé deux conférences ouvrières-patronales; la première, tenue à Charlottetown (L.-P.-E.) et réunissant 168 délégués, avait pour thème "Les communications dans les relations ouvrières-patronales"; la seconde, à Saskatoon (Sask.), groupait 262 délégués et avait pour thème "L'automatisation dans l'imprimerie".

La réunion de Saskatoon a été la première conférence ouvrière-patronale à étudier une industrie particulière. Au cours de l'année, 226 nouveaux comités ouvriers-patronaux ont été organisés, ce qui porte leur total à 2,486. Le tirage de la publication de la Direction, "Travail d'équipe dans l'industrie", dépasse maintenant 40,000 exemplaires; dix numéros sont publiés chaque année. La Direction des justes méthodes d'emploi a accru son activité. Elle s'est occupée de 75 plaintes de discrimination dans l'emploi ou dans l'embauchage comparativement à 43 au cours de l'année financière 1967-1968. Dans le cadre de sa politique d'évaluation continue de l'efficacité des programmes d'information du public, la Direction des services d'information et de relations extérieures a fait faire une enquête sur l'opinion et l'attitude du public, auprès d'un groupe statistiquement représentatif de 600 employés du sexe masculin, âgés de plus de 21 ans, dans les 12 villes du Canada dont la population dépasse 200,000 habitants. Le rapport de cette enquête a été terminé à l'automne. Des réponses à une enquête parmi les lecteurs de la Gazette du Travail ont été classifiées et analysées au cours de l'année; on a aussi pris les mesures nécessaires pour procéder à une enquête parmi les lecteurs de "Travail d'équipe dans l'industrie". La Direction a lancé une nouvelle publication "La recherche sur le travail et les relations industrielles au Canada: état des travaux" ainsi qu'une revue destinée au personnel du ministère; cette dernière, publiée tous les trois mois, tiendra les employés au courant des programmes, des pratiques et des activités du ministère. Afin de coordonner les activités sur le plan fédéral dans le domaine du travail de la femme, la nouvelle directrice du Bureau de la main-d'œuvre féminine a établi un Comité interministériel des affaires des femmes, comité qui groupe des représentants du ministère de la Main-d'œuvre et de l'Immigration, du ministère de la Santé nationale et du Bien-être social, de la Commission de la Fonction publique et du Conseil du Trésor. Le travail entrepris en vue d'appliquer la loi sur les justes salaires a permis de recouvrer la somme de \$83,132.15 en salaires dus à leurs travailleurs par 165 entrepreneurs, somme qui a été partagée entre 1,736 travailleurs. De plus, \$11,000 ont été versés par 36 entrepreneurs en dommages-intérêts pour négligence à observer les conditions fixées dans la loi sur les justes salaires et les heures de travail.



syndicat des pilotes, n'a été réglé que quelques heures avant le moment prévu pour la grève.

A titre de mesure importante dans sa réorganisation et sa modernisation, le ministère a adopté un nouveau système de gestion connu sous le nom de Gestion par objectifs qui est un sous-système du système Plan, programmation et budget pour la répartition des ressources. On a élaboré et discuté des principes, et un programme de Gestion par objectifs a été établi dans deux directions pour six mois à titre d'entreprise pilote. La Direction de l'équipe spécialisée du système P.P.B. a été confiée à M. P.-R. Parent, directeur des services financiers et administratifs.

Une entente signée au cours de l'année avec le ministère des Mines de la Nouvelle-Écosse prévoit que des inspecteurs provinciaux des mines procéderont à des inspections fédérales de sécurité dans les quatre mines de charbon de la Société de développement du Cap-Breton. À la fin de l'année, des négociations en vue de la conclusion d'ententes similaires avec toutes les provinces progressaient rapidement. Le ministère a commencé à nommer des inspecteurs provinciaux en qualité d'agents de sécurité, autorisés à procéder à des inspections de sécurité au nom du gouvernement fédéral; à la fin de l'année, environ 250 inspecteurs provinciaux avaient reçu des certificats d'agent de sécurité.

Le ministère du Travail du Canada a pris l'initiative de mettre sur pied un programme pour marquer au Canada, en 1969, le 50<sup>e</sup> anniversaire de l'Organisation internationale du Travail. La direction des affaires internationales du travail ainsi que la Direction des services d'information et de relations extérieures ont été particulièrement actives, préparant de la documentation à distribuer à la presse, à la radio, à la télévision ainsi qu'aux journaux syndicaux et industriels, et travaillant en relations étroites avec les Archives publiques pour préparer une exposition spéciale, ainsi qu'avec le ministère des Postes pour lancer un timbre commémoratif de l'OIT.

Le Programme d'allocations d'aide de transition a été prolongé deux fois au cours de l'année. À l'origine, il devait se terminer le 31 juillet 1968 mais il a été prolongé une première fois jusqu'au 10 décembre 1968 et, par la suite, jusqu'au 30 juin

Au cours de l'année financière 1968-1969, le ministère du Travail du Canada a accueilli un nouveau ministre et un nouveau sous-ministre. Le 5 juillet 1968, l'honorable Bryce Mackasey, qui avait été secrétaire parlementaire du ministre du Travail de janvier 1966 à février 1968, est devenu ministre du Travail. Le 28 novembre 1968, M. J.D. Love, ancien secrétaire adjoint (personnel) au Conseil du Trésor, a été nommé sous-ministre du Travail; il a succédé à M. George V. Haythorne qui a quitté son poste après sept ans de service pour assumer la tâche spéciale de préparer la voie à la Commission gouvernementale des prix et et des revenus.

Le ministère a continué de travailler à la réalisation de son programme de "relations industrielles positives" qu'il avait inauguré l'année précédente. Dès le début des négociations collectives les plus importantes, qui mettaient en cause les principales compagnies ferroviaires du Canada, il a offert ses services de médiation. Par suite de l'amélioration du climat et de l'empressement des parties à communiquer, on est parvenu à des règlements satisfaisants et d'une grande portée avant les dates d'expiration des contrats des chemins de fer, ce qui représente une réussite sans précédent.

Les services de conciliation du ministère ont connu une activité intense au cours de l'année. Le nombre de conflits soumis aux conciliateurs et réglés par ceux-ci a été plus élevé qu'en toute autre année depuis l'adoption, en 1948, de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail; plus de cas ont été réglés de diverses façons: conciliateurs, commissions et médiation postérieure à la conciliation. Au total, 132 conflits ont été réglés sans arrêt de travail alors qu'il y eut 9 grèves légales. Parmi les 165 cas soumis aux conciliateurs, dont 28 avaient été reportés de l'année précédente, 105 ont été réglés par les agents du ministère et 3 différends se sont éteints, nulle autre intervention n'étant requise.

Les règlements les plus importants, auxquels les conciliateurs du ministère ont collaboré, ont été ceux des conflits entre la Fédération des armateurs du Canada et l'Association internationale des débardeurs, entre la Société Radio-Canada et deux syndicats, l'un de ceux-ci, le conflit avec le





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## LES OBJECTIFS DU MINISTÈRE DU TRAVAIL DU CANADA

Le ministère poursuit l'objectif général énoncé ci-après:

Atteindre au progrès économique et social par des moyens justes en favorisant de saines relations du travail et une amélioration des normes du travail et des avantages complémentaires.

Dans la poursuite de cet objectif de base, le ministère travaille principalement à:

Protéger le droit des travailleurs de s'organiser en syndicats et de négocier collectivement;

Régler les différends du travail et encourager la collaboration ouvrière-patronale;

Établir et maintenir des normes équitables en matière de salaire et de conditions de travail;

Établir et appliquer des mesures de sécurité dans le cadre des programmes d'emploi et autres destinés à assurer la protection des travailleurs et leur sécurité sociale et économique;

Garantir des chances égales d'emploi et protéger les droits de l'homme dans les questions relatives au travail;

Procurer des services de recherche, de statistique et d'information en matière de travail aux syndicats, aux employeurs, au gouvernement et au public;

Encourager la consultation tripartite, aux niveaux national et international, pour les questions intéressant la main-d'œuvre, et participer à cette consultation.



LOIS APPLIQUÉES PAR LE  
MINISTÈRE DU TRAVAIL DU CANADA

Loi sur le ministère du Travail — Statuts refondus  
du Canada 1952, Chapitre 72

Loi sur les relations industrielles et sur les enquêtes  
visant les différends du travail — S.R.C. 1952,  
chapitre 152

Loi sur les justes salaires et les heures de travail —  
S.R.C. 1952, chapitre 108

Loi canadienne sur les justes méthodes d'emploi —  
S.C. 1952-1953, chapitre 19

Loi sur l'égalité de salaire pour les femmes — S.C.  
1956, chapitre 38

Loi relative aux rentes sur l'Etat — S.R.C. 1952,  
chapitre 132

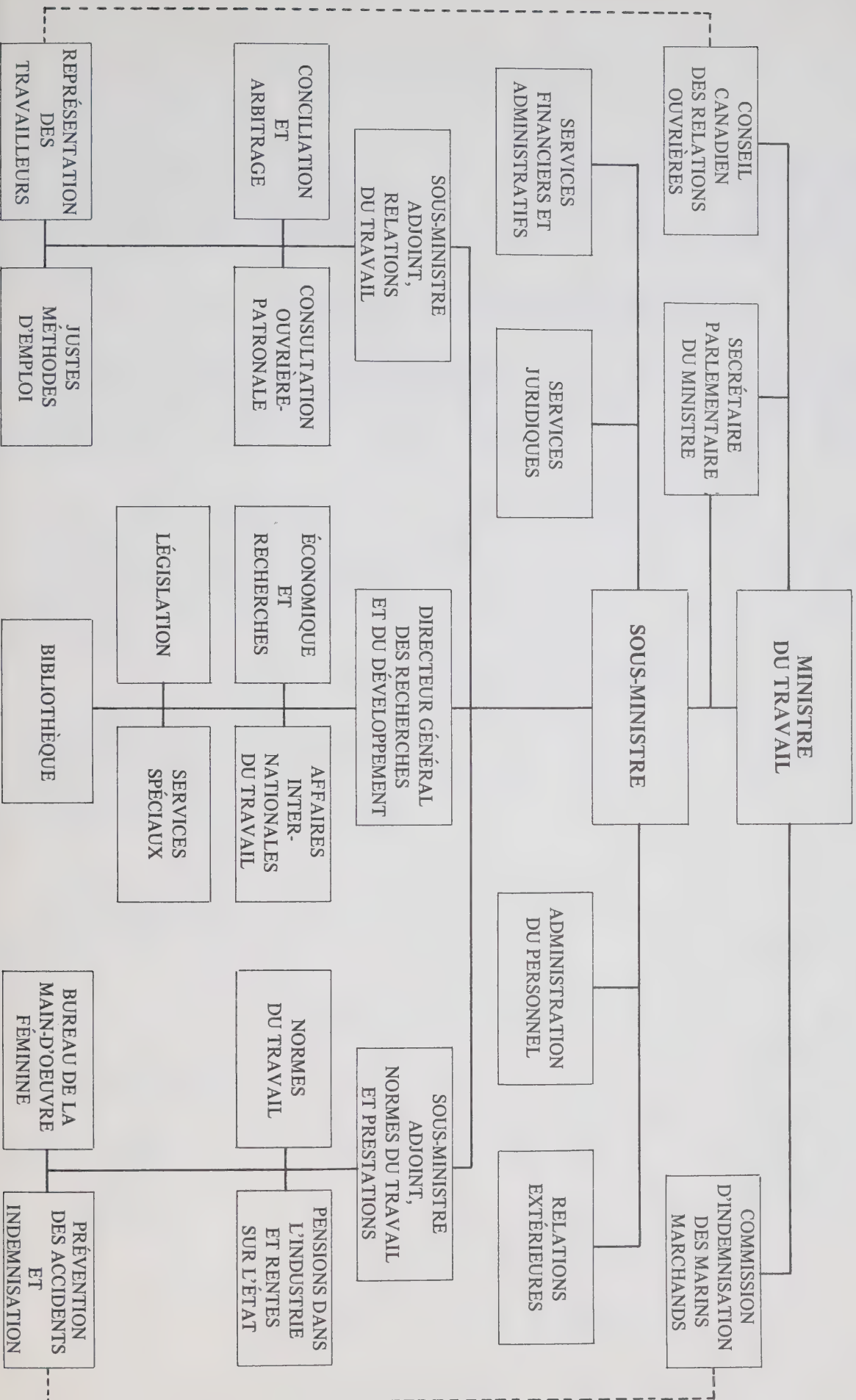
Loi sur l'indemnisation des employés de l'Etat —  
S.R.C. 1952, chapitre 134, modifiée par S.R.C.  
1952, chapitre 323; S.C. 1955, Chapitre 33

Loi sur l'indemnisation des marins marchands —  
S.R.C. 1952, chapitre 178, modifiée par S.C.  
1952-53, chapitre 16; S.C. 1957, chapitre 9

Le Code canadien du travail (Normes) — S.C.  
1964-1965, chapitre 38

Le Code canadien du travail (Sécurité) — S.C.  
1966-67, chapitre 62

MINISTÈRE DU TRAVAIL DU CANADA  
ORGANIGRAMME



MINISTÈRE DU TRAVAIL DU CANADA

340 ouest, av. Laurier  
Ottawa 4 (Ont.)

Ministre du Travail	L'hon. Bryce Mackasey, C.P., député
Chef de cabinet	M. Arnold E. Masters
Adjointes spéciaux	M. Joseph P. O'Keefe
Secrétaire privée	M. François Côté
Secrétaire parlementaire	Mme Julie Brusseau
	M. James McNulty, député

PRINCIPAUX FONCTIONNAIRES

Sous-ministre	M. J.D. Love
Adjoint exécutif	M. Michael McDermott
Directeur, Groupe d'étude sur les systèmes plan, programmation, budget	M. P.-R. Parent

Directions relevant directement du sous-ministre	Avocat du ministère
Directeur intermédiaire, Services financiers et administratifs	M. W.B. Davis
Directeur, Administration du personnel	M. R.D. Blackburn
Directeur, Services d'information et de relations extérieures	M. Robert Bonnar
	M. D.R. Monk

PROGRAMME DE RELATIONS DU TRAVAIL

Sous-ministre adjoint	M. Bernard Wilson
Directeur, Conciliation et arbitrage	M. W.P. Kelly
Directeur, Représentation des travailleurs	M. J.L. MacDougall
Directeur, Justes méthodes d'emploi	M. G.G. Blackburn
Directeur adjoint, Consultation ouvrière-patronale	M. K.P. DeWitt

PROGRAMME DE NORMES DU TRAVAIL ET DE PRESTATIONS

Sous-ministre adjoint	M. J.-P. Després
Directeur, Normes du travail	M. B.H. Hardie
Directeur, Prévention des accidents et indemnisation	M. J.H. Currie
Directeur, Pensions dans l'industrie et rentes sur l'Etat	M. F.M. Hereford
Directrice, Bureau de la main-d'oeuvre féminine	Mlle Sylva Gelber

PROGRAMME DE RECHERCHES ET DE DÉVELOPPEMENT

Directeur général	M. Harry J. Waisglass
Directeur, Economique et recherches	M. George Saunders
Directeur, Affaires internationales du travail	M. John Mainwaring
Directrice, Législation ouvrière	Mlle E. Lorentsen
Directeur, Services de bibliothèque	M. James Whitridge





pour l'année financière  
terminée le 31 mars

# rapport annuel 1969

ministère du travail du Canada



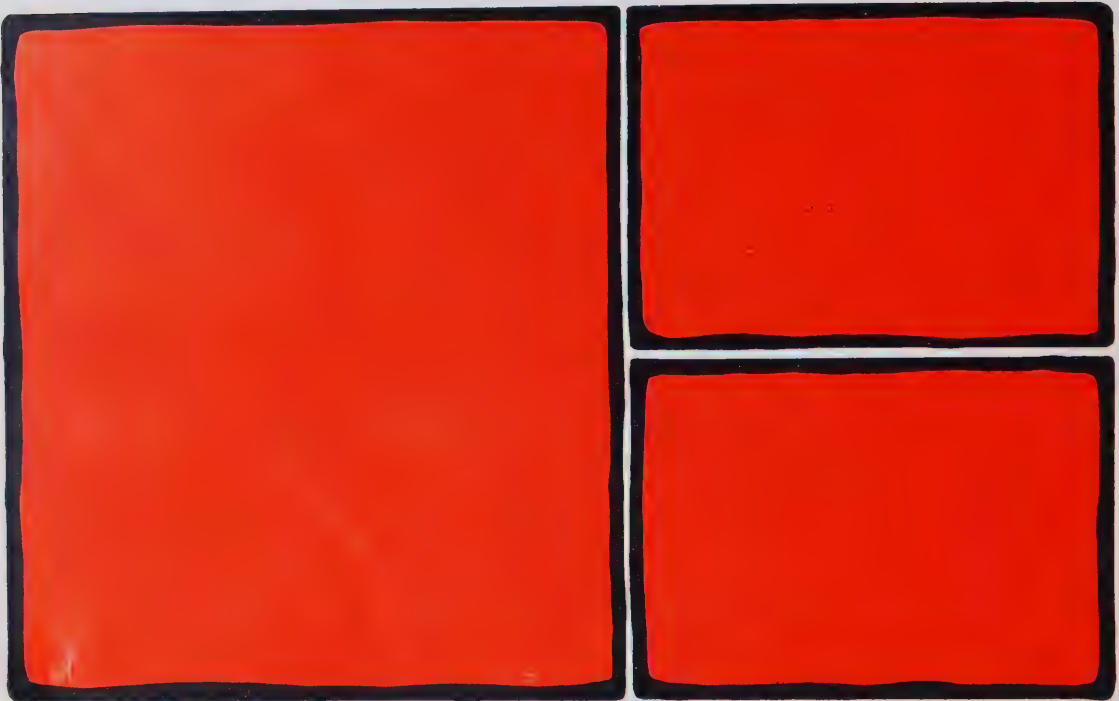
Le nouvel emblème du ministère du Travail du Canada - L'emblème consiste en un logotype formé des lettres CL ou Ct pour désigner *Canada Labour* et Canada travail. De plus, la deuxième lettre ressemble à une flèche qui représente la marche ascendante vers l'amélioration des conditions de travail, des avantages sociaux et des relations industrielles des travailleurs du Canada. La lettre C entoure partiellement trois silhouettes représentant les trois associés: le salariat, le patronat et le gouvernement fédéral.





ministère du travail du Canada

# 1969 rapport annuel



pour l'année financière terminée le 31 mars

AIL

A55

# **1970 annual report**

**For the fiscal year ended  
march 31**



CANADA DEPARTMENT OF LABOUR





# **1970**

# **annual report**

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**For the fiscal year ended  
march 31**



**CANADA DEPARTMENT OF LABOUR**

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Information Canada  
Ottawa, 1971

Cat. No. L1-1970

## CANADA DEPARTMENT OF LABOUR

340 Laurier Avenue West  
Ottawa 4, Ontario.

Minister of Labour .....	The Honourable Bryce Mackasey, M.P., P.C.
Executive Assistant .....	Arnold E. Masters
Special Assistants .....	Joseph P. O'Keefe
	François Côté
Private Secretary .....	Mrs. Julie Brusse
Parliamentary Secretary .....	James McNulty, M.P.

### PRINCIPAL OFFICERS

Deputy Minister .....	J.D. Love
Executive Assistant .....	Michael McDermott
Director, Task Force on Planning, Programming and Budgeting Systems .....	P.R. Parent

### LABOUR RELATIONS PROGRAM

Assistant Deputy Minister .....	Bernard Wilson
Director, Conciliation and Arbitration .....	W.P. Kelly
Director, Employee Representation .....	J.L. MacDougall
Director, Fair Employment Practices .....	G.G. Blackburn
Asst. Director, Labour-Management Consultation .....	K.P. DeWitt

### LABOUR STANDARDS AND BENEFITS PROGRAM

Assistant Deputy Minister .....	J.-P. Després
Director, Labour Standards .....	B.H. Hardie
Director, Accident Prevention and Compensation .....	J.H. Currie
Director, Industrial Pensions and Annuities .....	F.M. Hereford
Director, Women's Bureau .....	Miss Sylva Gelber

### RESEARCH AND DEVELOPMENT PROGRAM

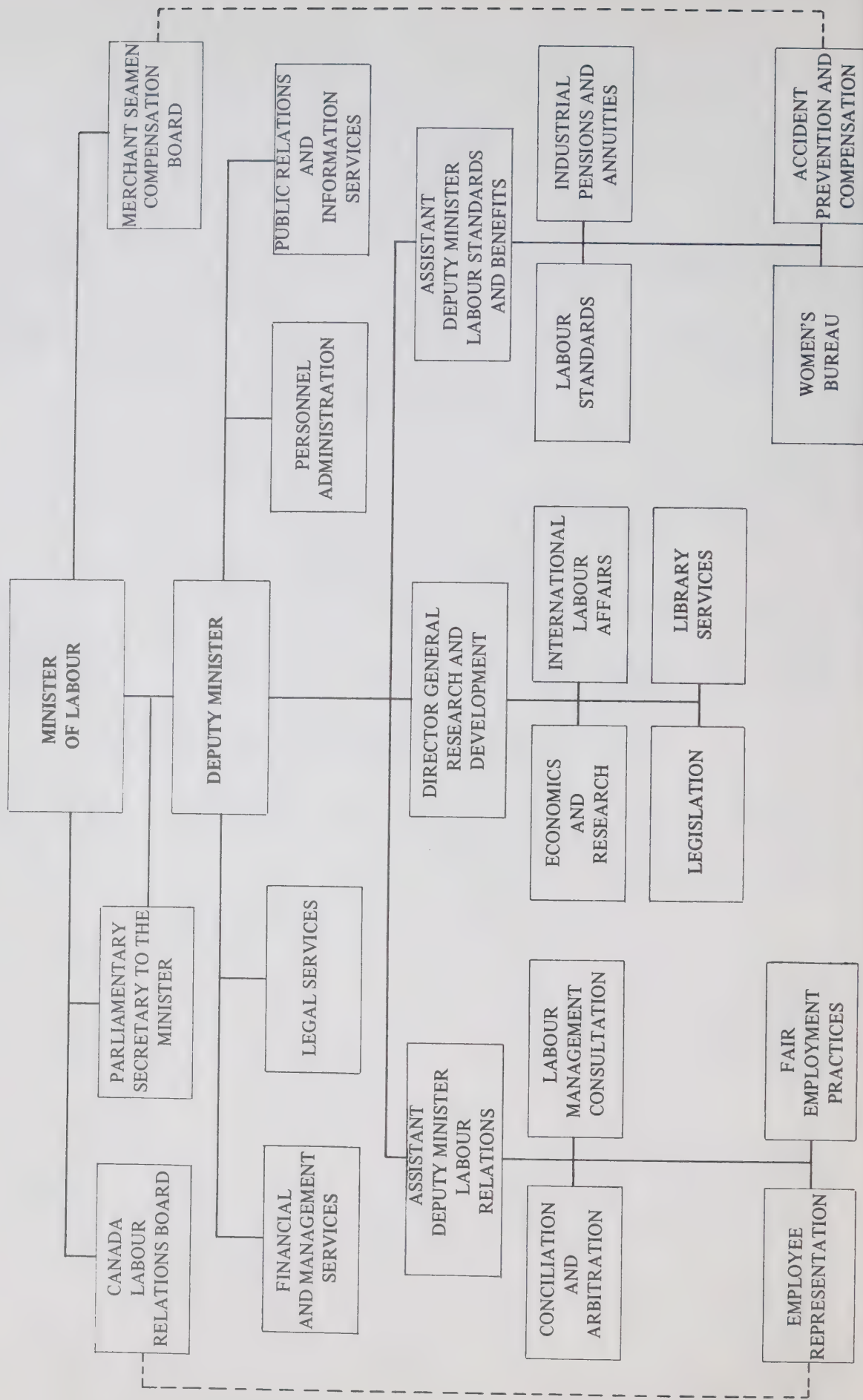
Director-General .....	Harry J. Waisglass
Director, Economics and Research .....	John Mainwaring
Director, International Labour Affairs .....	James Whitridge
Director, Labour Legislation .....	
Director, Library Services .....	

### SERVICES BRANCHES

Departmental Solicitor .....	R.D. Blackburn
A/Director, Financial and Management Services .....	E.B. Meredith
Director, Personnel Administration .....	D.R. Monk
Director, Public Relations and Information Services .....	



CANADA DEPARTMENT OF LABOUR  
PLAN OF ORGANIZATION



**ACTS ADMINISTERED BY THE  
CANADA DEPARTMENT OF LABOUR**

Department of Labour Act — Revised Statutes of  
Canada 1952, Chap. 72

Industrial Relations and Disputes Investigation Act —  
R.S.C. 1952, Chap. 152

Fair Wages and Hours of Labour Act — R.S.C. 1952,  
Chap. 108

Canada Fair Employment Practices Act — S.C. 1952/  
53, Chap. 19

Female Employees Equal Pay Act — S.C. 1956,  
Chap. 38

Government Annuities Act — R.S.C. 1952, Chap. 132

Government Employees Compensation Act — R.S.C.  
1952, Chap. 134, amended by R.S.C. 1952, Chap.  
323; S.C. 1955, Chap. 33

Merchant Seamen Compensation Act — R.S.C. 1952,  
Chap. 178, amended by S.C. 1952/53, Chap. 16;  
S.C. 1957, Chap. 9

Canada Labour (Standards) Code — S.C. 1964/65,  
Chap. 38

Canada Labour (Safety) Code — S.C. 1966/67,  
Chap. 62

## **CANADA DEPARTMENT OF LABOUR OBJECTIVES**

The Department has one overall objective, which is:

To achieve economic and social progress with justice through the promotion of good industrial relations and improved working conditions.

To further this basic objective the Department's principal activities are designed to:

Protect the right to organize and to bargain collectively;

Settle industrial disputes and encourage co-operation between labour and management;

Establish and maintain fair standards of wages, working conditions and safety in employment;

Achieve equality of job opportunity and safeguard human rights in matters affecting labour;

Provide research, statistical and information services in labour matters to unions, employers, government and the public;

Promote and participate in national and international tripartite consultation in matters affecting labour.



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# INTRODUCTION

During 1969-70, the Department was heavily engaged in a review of the major pieces of legislation for which it has responsibility.

The Fiftieth Anniversary of the International Labour Organization provided an unusual opportunity to underline the importance of tripartite co-operation. It was celebrated in Canada in a variety of ways, including development of an archival exhibition, issuance of a commemorative postage stamp and publication of a wide range of articles. The most important event, however, was the National Tripartite Conference on Industrial Relations, held in Ottawa in October. Attended by more than 200 representatives of labour, management and governments, federal and provincial, and by a number of independent experts, it was planned and operated on a tripartite basis. Participants were provided with an opportunity to hear major addresses by international authorities—John Kenneth Galbraith of the United States, Alan Flanders of the United Kingdom and Louis Armand of France—and to take part in open discussion about some of the fundamental problems affecting industrial relations in Canada. More important, perhaps, the Canadian public was given a demonstration of the manner in which labour, management and government can work together in a common enterprise.

Perhaps the most important development within the Department was the establishment in the Conciliation and Arbitration Branch of a preventive mediation service, comprising a team of Industry Specialists. Their role, which can be described as one of 'continuous involvement,' is to keep in touch with the principal representatives of labour and management in particular industries within federal jurisdiction; to help identify and resolve emerging problems that could become the cause of disputes; and to encourage on both sides a constructive approach to the collective bargaining process. Early experience with the new service, which was widely endorsed by spokesmen for both labour and management, was encouraging.

During the year, 155 disputes were referred to conciliation. Of this number, 108 were dealt with by the end of the year. During the period, there were 15 strikes within federal jurisdiction.

More than 200 new labour-management consultation committees were established, bringing the total

registered with the Department to 2,663. In co-operation with the Labour-Management Relations Council of Prince Edward Island, the Labour-Management Consultation Branch sponsored a well-attended conference in Charlottetown on the subject of 'Continuing Communication'.

During the year, the Department received and made public the report of an Inquiry Commission established in 1966 to look into conditions giving rise to labour unrest in the ports of Montréal, Trois-Rivières and Québec.

Another major initiative was taken by the Fair Employment Practices Branch, which launched a program of 'affirmative action' designed to encourage employers and unions to provide members of minority groups with increased opportunities for training and employment. During the year, the Branch in addition dealt with 93 complaints of discrimination in employment and hosted a conference of Canadian administrators of human rights legislation.

In the Accident Prevention and Compensation Branch, substantial progress was made in developing and extending the program required by the Canada Labour (Safety) Code. Work was advanced on a variety of new regulations. A number of new federal-provincial agreements, under which safety inspection services are provided, were negotiated. Some 8,000 inspections were carried out. A pilot Safety Communications Conference, attended by safety officers and union representatives from the federal public service, was organized to study and discuss the fundamentals of industrial accident prevention. And a number of publications were issued, including an employer's guide for investigation and reporting accidents, the first part of a Canada Occupational Safety Manual entitled *Planning for Safety* and a bilingual newsletter for the public service entitled *Public Service Safety*.

The Director of the Women's Bureau was named Canadian delegate to the United Nations Commission on the Status of Women. She was also appointed to the ILO Panel of Consultants on the Problems of Women Workers.

An extensive program of research, on matters pertaining to rates of pay, conditions of employment, various facets of labour-management relations and



developments in labour law, was maintained. Increasing emphasis was given to the type of research required to support the conciliation and mediation activities of the Department.

There was an increase in activities designed to acquaint the public with the work of the Department. A new Departmental symbol was introduced. The format of *The Labour Gazette* was revamped. Two films dealing with the problems of change were released. A number of printed advertisements, dealing with Departmental program objectives, were given national distribution. A series of articles, designed to increase awareness of industrial relations among high school students, was sponsored. And new techniques were introduced in preparing exhibits for use at conventions and other meetings.

During the year, the Department established a National Industrial Relations Film Library, in cooperation with labour and management organizations and the National Film Board. The new Library enables those interested in industrial relations to gain easy access to the most up-to-date films on the subject.

There were a number of important administrative developments, including a reorganization of the Personnel Administration Branch and an increase in French language training and other efforts to improve the bilingual capacity of the Department.

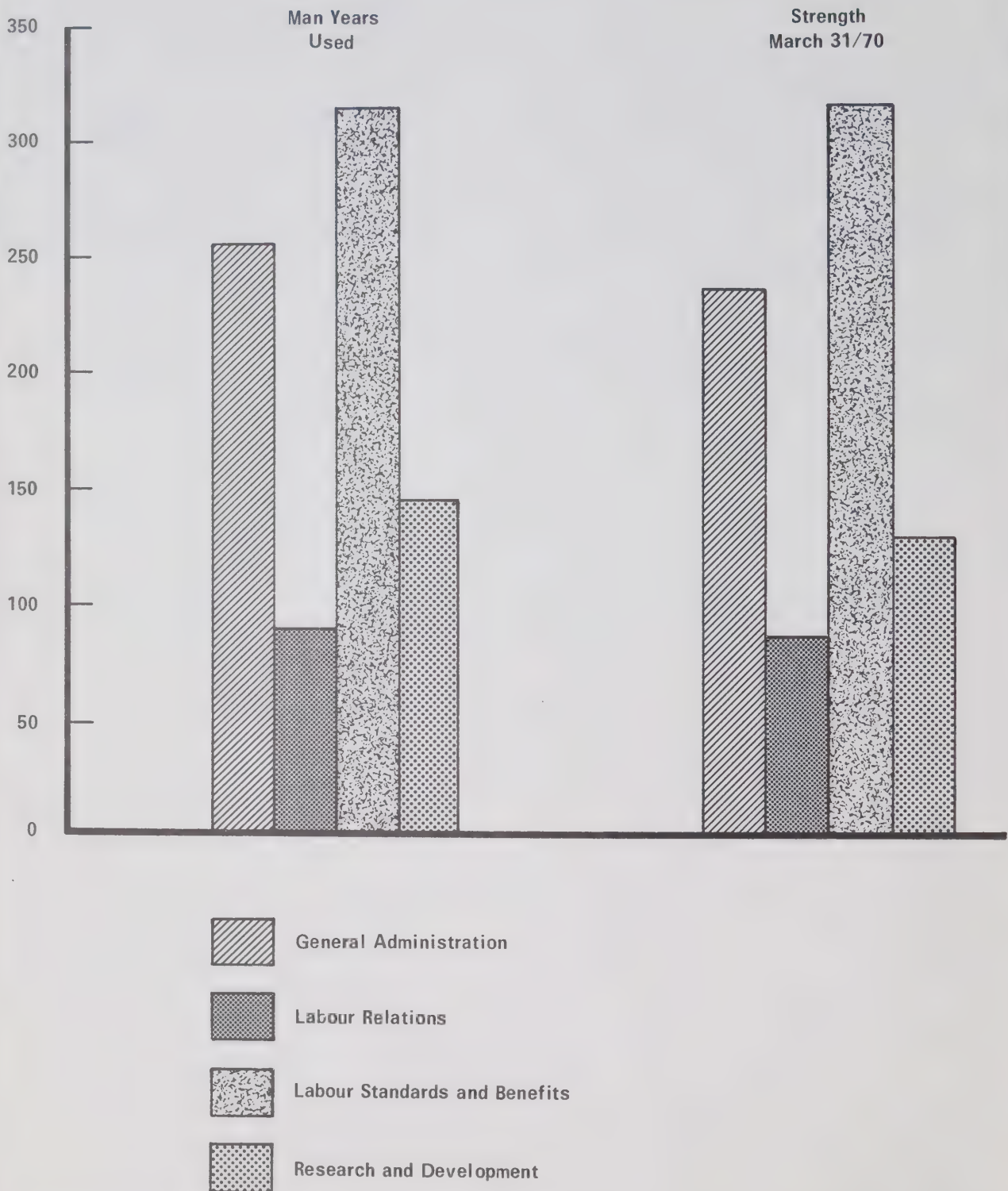
At the end of year, administration of the Government Annuities Act, together with the Industrial Pensions and Annuities Branch, was transferred to the Unemployment Insurance Commission.

# COMPARATIVE STATEMENT OF EXPENDITURES 1969-70 AND 1968-69

## Departmental Summary

	1969-70	1968-69
General Administration		
Administration . . . . .	\$ 2,665,036	\$ 1,890,035
Grants and Contributions . . . . .	15,000	18,000
Labour Relations		
Administration . . . . .	1,455,839	1,227,150
Labour Standards and Benefits		
Administration . . . . .	3,299,113	2,457,014
Payments of Compensation respecting Government Employees and Merchant Seamen . . . . .	3,392,505	3,474,425
Grants . . . . .	—	—
Research and Development		
Administration . . . . .	1,919,096	1,495,416
Grants and Contributions . . . . .	395,062	600,635
<b>TOTAL DEPARTMENT . . . . .</b>	<b>\$13,141,651</b>	<b>\$11,162,675</b>

## Manpower Statement 1969-70



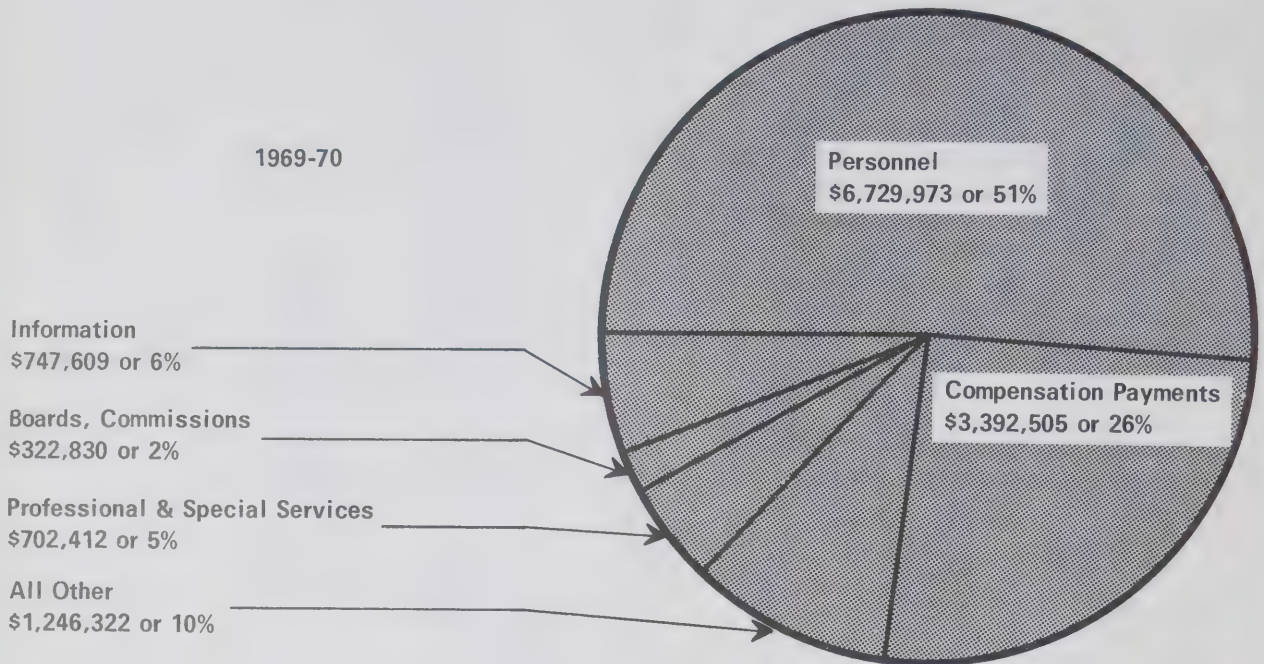


**COMPARATIVE STATEMENT OF EXPENDITURES BY DEPARTMENTAL  
APPROPRIATIONS FOR 1969-70 AND 1968-69**

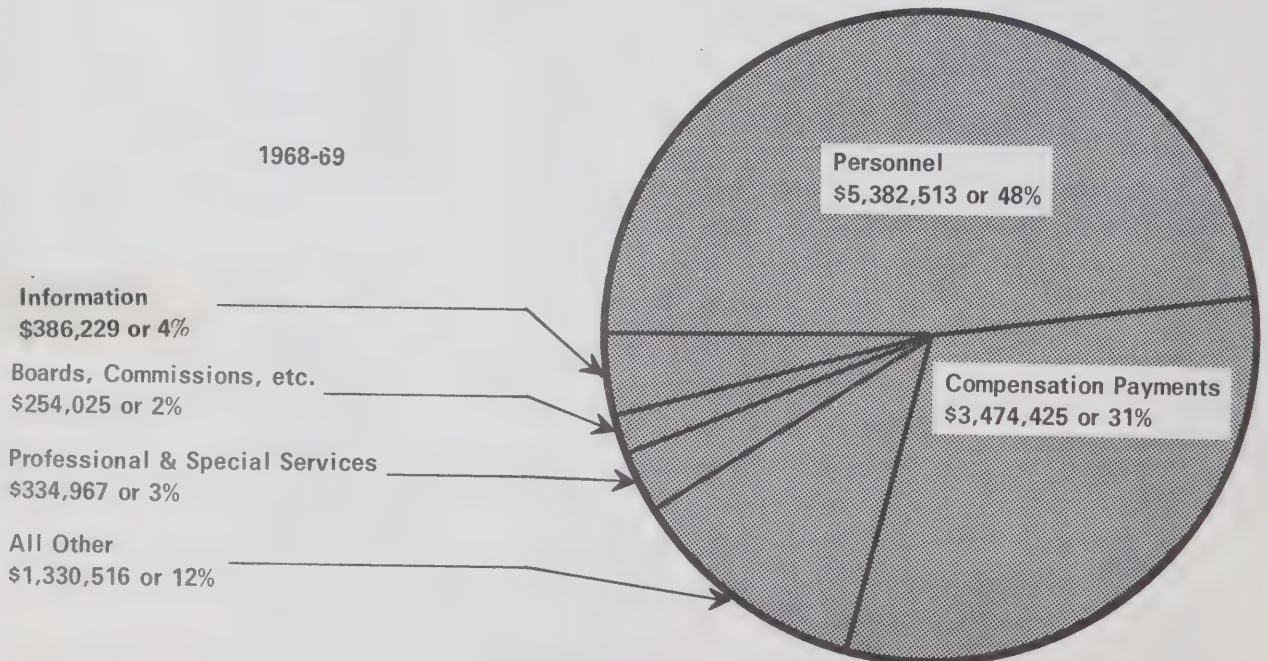
	1969-70	1968-69
Minister of Labour — Salary and Motor Car Allowance . . . . .	\$ 17,000	\$ 13,419
Administration, Operation and Main- tenance including industrial relations, transitional assistance programs for workers in industry, expenses related to Canada's role in international labour affairs and the Government's contribution to the Annuities Agents Pension Account . . . . .	9,322,084	7,056,196
Payments of Compensation respecting Government Employees and Merchant Seamen . . . . .	3,392,505	3,474,425
Grants and Contributions . . . . .	410,062	618,635
<b>TOTAL DEPARTMENT . . . . .</b>	<b>\$13,141,651</b>	<b>\$11,162,675</b>

## How Financial Resources Were Utilized

1969-70



1968-69



# Comparative Statement of Expenditures 1969-70 and 1968-69

## GENERAL ADMINISTRATION ACTIVITY

Branch	1969-70	1968-69
Minister's Office	\$ 193,634	\$ 131,850
Deputy Minister's Office	158,346	177,933
Personnel Administration	287,207	207,933
Public Relations and Information Services	1,042,314	612,367
Financial and Management Services	930,725	778,263
Program Planning and Budgeting Task Force	67,808	—
	\$2,680,034	\$1,908,035

## How Financial Resources Were Utilized

1969-70

%

80

60

40

20

0

1,841,731

Personnel

487,853

Information

97,605

Professional and  
Special Services

13,101

Boards, Commissions,  
Conferences

239,744

All Other

2,680,034

Total

1968-69

%

80

60

40

20

0

1,493,596

158,142

58,936

—

197,361

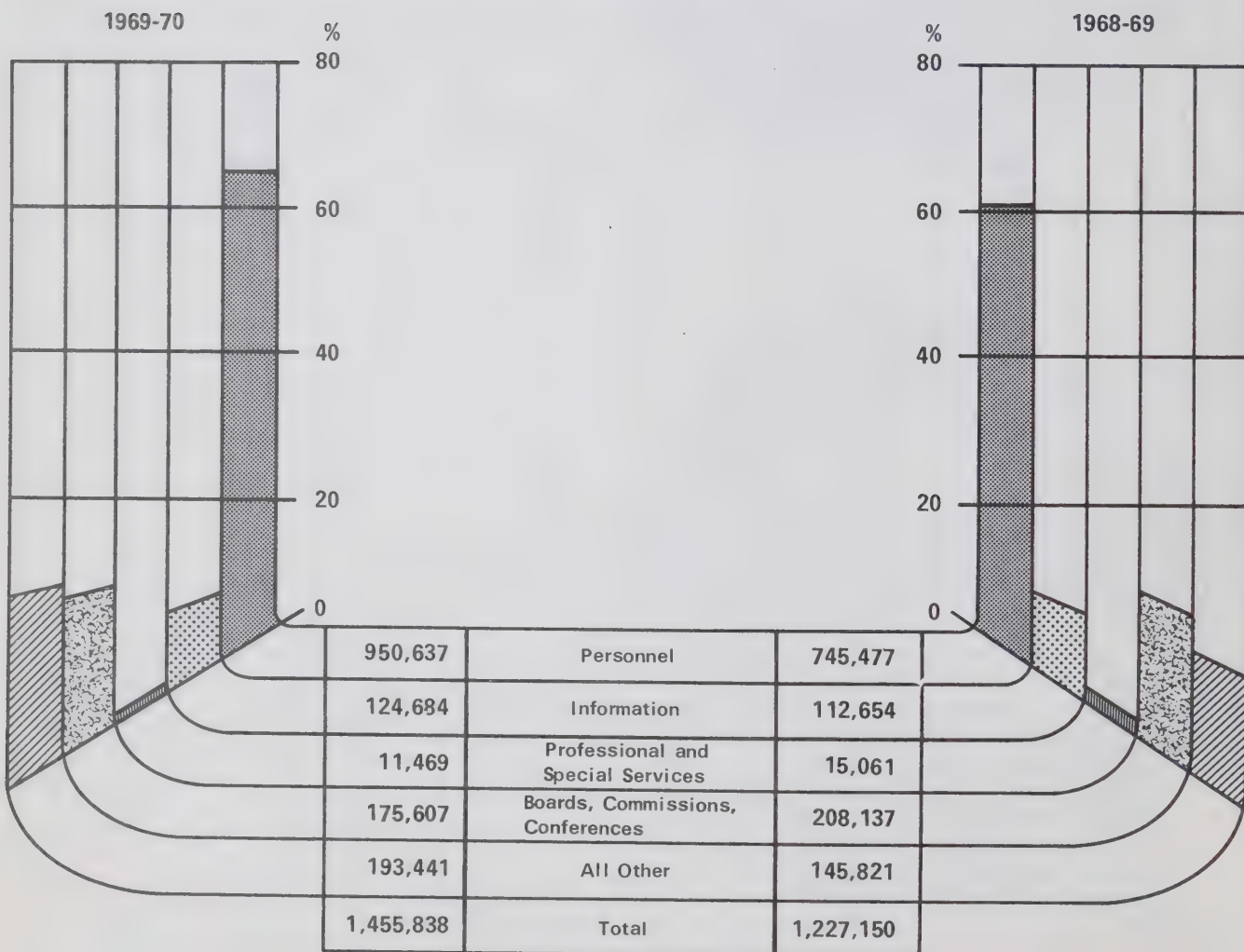
1,908,035



**Comparative Statement of Expenditures 1969-70 and 1968-69**  
**LABOUR RELATIONS**

Branch	1969-70	1968-69
Administration, A.D.M.'s Office	\$ 48,862	\$ 37,752
Conciliation and Arbitration	546,795	491,006
Labour-Management	524,232	428,572
Employee Representation	172,788	142,132
Fair Employment Practices	163,161	127,688
	<b>\$1,455,838</b>	<b>\$1,227,150</b>

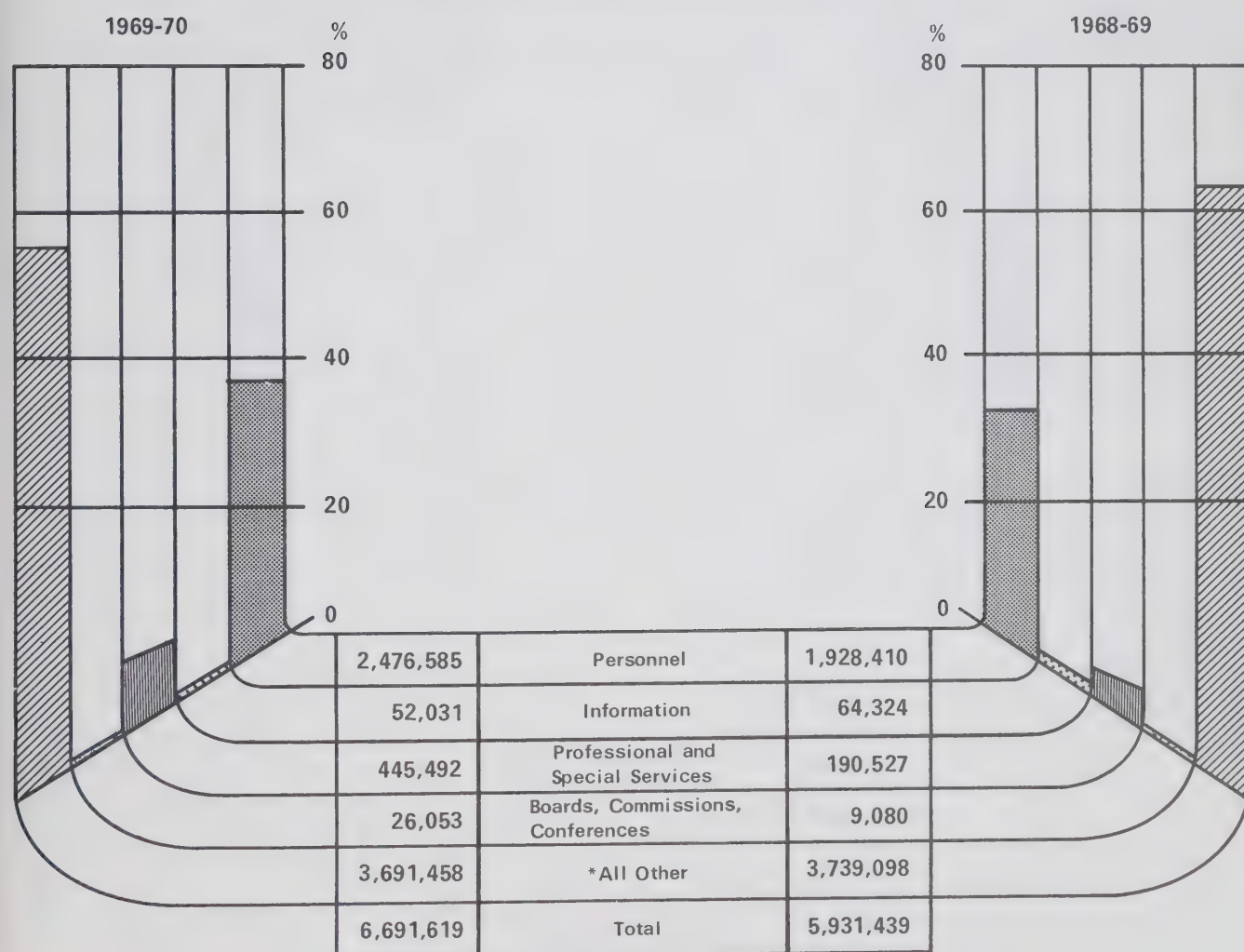
**How Financial Resources Were Utilized**



**Comparative Statement of Expenditures 1969-70 and 1968-69**  
**LABOUR STANDARDS AND BENEFITS**

Branch	1969-70	1968-69
Administration, A.D.M.'s Office	\$ 38,812	\$ 35,799
Labour Standards	950,312	709,920
Women's Bureau	99,766	75,435
Industrial Pensions and Annuities	1,069,874	930,577
Accident Prevention and Compensation	4,532,855	4,179,708
	<b>\$6,691,619</b>	<b>\$5,931,439</b>

**How Financial Resources Were Utilized**

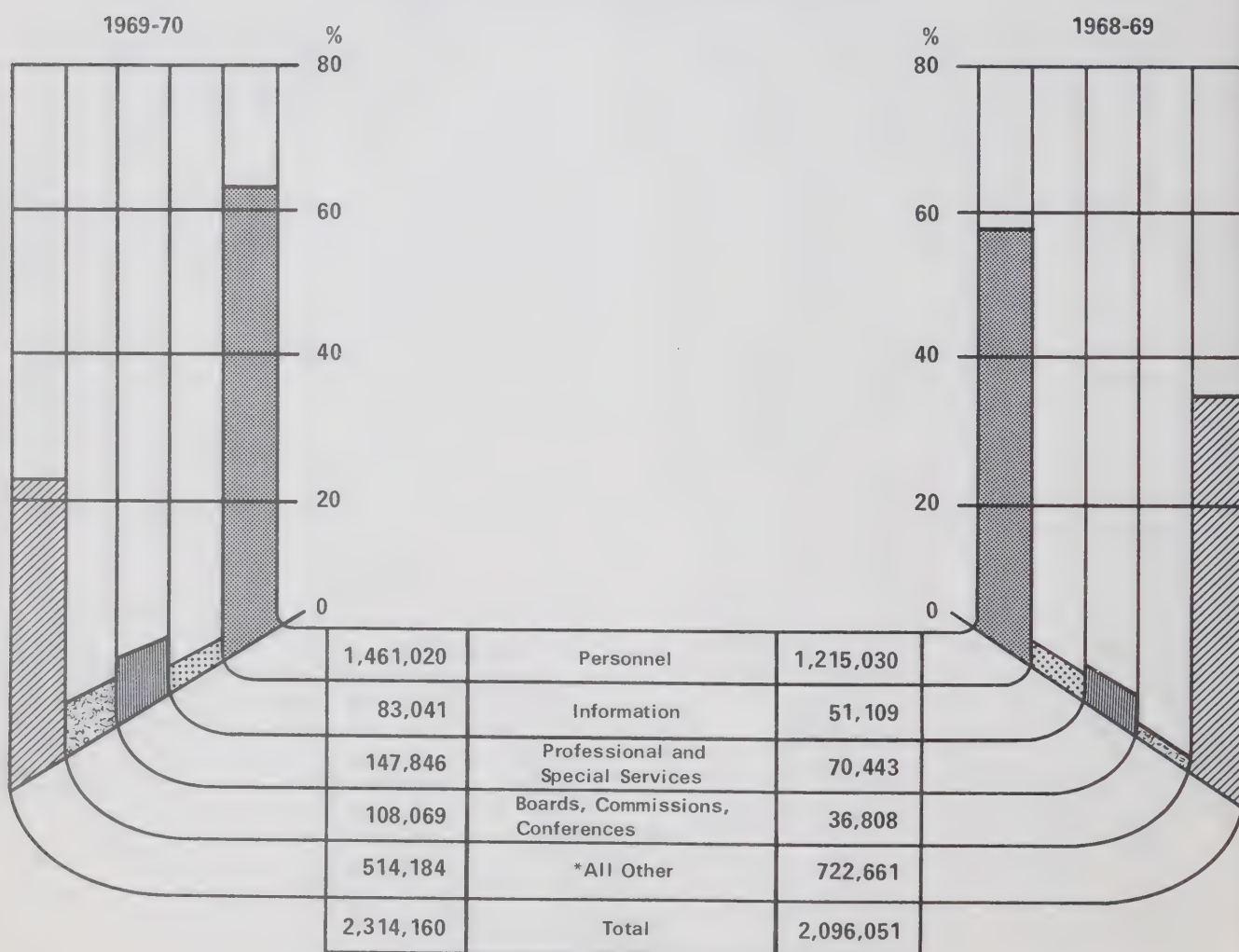


\*Includes Compensation Payments

**Comparative Statement of Expenditures 1969-70 and 1968-69**  
**RESEARCH AND DEVELOPMENT**

Branch	1969-70	1968-69
Administration, Director General's Office	\$ 427,768	\$ 50,909
Economics and Research	1,231,421	997,671
Labour Legislation	135,796	121,543
International Labour Affairs	414,007	380,341
Special Services	1,233	457,435
Library	103,935	88,152
	<b>\$2,314,160</b>	<b>\$2,096,051</b>

**How Financial Resources Were Utilized**



\*Includes Grants and Contributions



# INDUSTRIAL RELATIONS PROGRAM

The Industrial Relations Program of the Department is concerned with the provision of conciliation and mediation services under the terms of the Industrial Relations and Disputes Investigation Act; the provision of staff support to the independent Canada Labour Relations Board; the promotion of improved forms of labour-management consultation; and the development, under the Canada Fair Employment Practices Act, of a program aimed at elimination of socially unacceptable forms of discrimination in employment, and creation of increased employment opportunities for the members of historically disadvantaged minority groups. The Program is divided organizationally into four units: the Conciliation and Arbitration Branch, the Employee Representation Branch, the Labour-Management Consultation Branch and the Fair Employment Practices Branch.

## CONCILIATION AND ARBITRATION

### Conciliation Services

The disputes making the most demands on the Department's conciliation services during 1969-70 were those affecting airline, ferry, longshoring and telephone operations.

*Airline Operations* — Before the close of the previous year a conciliation officer was unable to settle a dispute between Air Canada and the International Association of Machinists and Aerospace Workers. At the request of both parties, the Minister did not appoint a conciliation board. Further negotiations reached an impasse and on April 9 the Minister appointed the Assistant Deputy Minister (Labour Relations) and the Director of Conciliation and Arbitration as federal mediators. About 6,000 employees were affected.

The mediators met with the parties on April 10 and meetings continued daily until April 15, when the discussions broke down. A company offer of a 23 per cent wage increase over three years was placed before the union members but was rejected on the recommendation of the union negotiating committee. The union, which previously had obtained authority from its members to call a strike, set a strike for midnight, Sunday, April 20. The strike began on this date.

At the Minister's request, the parties entered into further negotiations on April 20 and the mediators

again provided assistance. On April 25, the negotiations were moved to Ottawa, at the request of the Minister, but the talks broke down again after two days. On May 13, mediation was resumed in Montreal and after four days of intensive bargaining, the mediators reported that a settlement had been reached, subject to ratification.

The settlement was ratified by the union members on May 19 and the strike was terminated. The wage increase totaled 16 per cent over a 26-month agreement running from January 1, 1969.

In another dispute affecting Air Canada, this with the Canadian Air Line Employees' Association, the Minister appointed two of the Department's Montreal officers as federal mediators. The dispute affected some 2,000 sales employees. Both parties had requested early mediation in the dispute before the expiry of their collective agreement on July 31. The Minister instructed the mediators to apply intensive mediation until July 15 and if no agreement was reached, to withdraw from the dispute.

A great deal of progress was made before the deadline and by July 15 only the monetary items remained on the bargaining table. The next day, after an all-night bargaining session, a settlement was reached, which was subsequently ratified. The terms of settlement included a total wage increase of 16 per cent in two stages over a 26-month agreement running from August 1.

On May 13, following the services of a conciliation officer, the Minister appointed a conciliation board in a dispute between CP Air and Lodge 764 of the International Association of Machinists and Aerospace Workers. Some 900 employees were affected. The board was fully constituted by the Minister on June 9 when he appointed Dr. Noel A. Hall of Vancouver as Chairman. The report of the board was received by the Minister at the end of June. The majority of the board (Chairman and company nominee) recommended, among other things, a total wage increase of 16 per cent over two years.

The company accepted the recommendations but the union rejected them. The union received authorization from its membership to take strike action. However, further negotiations between the parties produced a settlement and the strike was averted. The

wage settlement was the same as that recommended by the board but the fringe benefits were improved and monetary adjustments were made in the wage scales of certain classifications. The new agreement was effective for a period of two years from March 1, 1969.

*Ferry Operations* — In July, a conciliation officer was unable to settle a dispute involving the Canadian Merchant Service Guild and the CNR Borden - Cape Tormentine Ferry Service. The Minister established a conciliation board and on September 8, it was fully constituted by the appointment of Judge Nathan Green of Halifax as Chairman.

The Chairman and his board colleagues made great efforts over the next few months to narrow the issues in dispute. Over a period of several months, many meetings were held, and in March 1970, the Chairman of the board reported that an agreement had been reached.

The settlement of this dispute prevented a threatened disruption of ferry services, which would have seriously affected transportation between the mainland and Prince Edward Island. The new collective agreement is effective for two years from February 1969. Among other things, the settlement provided for a total wage increase of 13 per cent over the agreement term.

*Longshoring Operations* — At the beginning of the year early negotiations began in a dispute between the International Longshoremen's and Warehousemen's Union and the British Columbia Maritime Employers Association. Some 3,200 longshoremen were affected. The collective agreement was due to expire on July 31. When negotiations reached an impasse the Minister appointed a conciliation officer on May 13 but by the end of the month the officer reported he was unable to make progress with the dispute.

A conciliation board was appointed by the Minister, and was fully constituted on June 5 with the appointment of Roy A. Gallagher, Q.C., of Winnipeg, as Chairman. The board held hearings at Vancouver on June 23, 24 and 25, but was unable to find any common ground for settlement. The report of the conciliation board was received by the Minister on July 17. A majority report was made by the Chairman and the company nominee. The report was released to the parties on the same day. The majority report recommended an around-the-clock operation, a weekly work guarantee rising to forty hours to be fully implemented by the second year of a two-year agreement, and a total wage increase of 70 cents an hour that would raise the basic rate from \$3.88 to \$4.58 by

August 1, 1970. The board left it to the parties to determine whether the agreement should be for a longer period than two years. The union rejected the recommendations, but the employers accepted, with the provision that the recommendations be made effective over a three-year agreement.

Further negotiations were carried on throughout August, with no success. When the union voted to strike, the Minister instructed the Director of Conciliation and Arbitration to proceed to Vancouver on September 20 and mediate the dispute. After five days of intensive mediation sessions, the federal mediator reported that no further progress could be made. On September 25, the longshoremen withdrew their services from the waterfront and a strike began.

On October 17, the mediator, who had returned to Vancouver earlier in the month, reported a settlement had been reached after 11 days of continuous sessions. Among other things, the settlement provided a total wage increase of 85 cents an hour over a two-year agreement. The agreement was rejected by the longshoremen by a vote of almost 70 per cent. On October 30, the Minister of Labour, the Assistant Deputy Minister (Labour Relations) and the mediator arrived in Vancouver to meet with the parties and to seek a basis for settlement. Following two days of continuous mediation, agreement was reached at 5 a.m. on November 1. However, the longshoremen rejected the agreement for a second time, the vote being about 58 per cent against acceptance.

Following the result of this vote, the union officers held meetings with the membership of the union locals and discussed the situation. The outcome of the meetings was that a further vote was taken and the men voted 58 per cent in favour of returning to work while further attempts were being made to reach a new agreement. The union membership approved also the holding of a special convention on November 14, at which a new slate of officers was to be elected to continue negotiations. With the concurrence of the employers, the expired collective agreement was extended for a period of 90 days from November 6, 1969; and the ports resumed operations on the weekend of November 7.

After the election, a new group of union negotiators met with the employers in January. Early in February, the representatives of both parties worked out a new settlement that extended the contract two and a half years from the date of signing--three years from the expiration date of the old contract. The total wage increase over the term of the contract was \$1.15 an hour. The union presented the new settlement to its



membership on February 4, but it was again rejected—this time by a narrow vote of 51 per cent against—and a strike began on February 5. The next day, the federal mediator brought the parties back to the bargaining table and the Minister of Labour flew to Vancouver on February 6 to join in the negotiations.

With the Minister participating, mediation continued without a break throughout the weekend, and agreement was reached in the early morning hours on Monday, February 9. The final settlement included the same wage increase as before: a total of \$1.15 an hour spread over the three-year term of the contract. Among the major changes in the new collective agreement were: reduction of availability requirements in the wage guarantee role; inclusion of a greater number of employees under guarantee; modification in the basic size of the deep-sea ship gangs; and restrictions on shift extensions. After membership meetings had been held to discuss the proposed agreement, the ILWU conducted a referendum vote. With the exception of the membership in New Westminster, most of the locals were in favour of the settlement. The new contract was ratified by a majority of 55 per cent; and the West Coast ports resumed operations on Friday, February 13.

*Telephone Operations* — When a conciliation officer was unable to settle three disputes involving the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia, the Minister established three separate conciliation boards. The three disputes affected the Plant, Traffic, and Clerical Divisions of the Federation and a total of 6,300 employees.

The three conciliation boards were fully constituted in April when the Minister appointed Joseph Smith of Vancouver as Chairman of each board. The Minister received the reports of the boards in May. One unanimous report was made in the cases affecting the Plant and Traffic Divisions and the board recommended a total wage increase of 17 per cent over two years. In the case of the Clerical Division, the majority of the board (Chairman and company nominee) recommended the same 17 per cent increase.

The company accepted the unanimous and majority recommendation of the boards. All divisions of the union rejected the recommendations and the workers voted 86 per cent in favour of strike action. About the third week of June, the Federation called a rotating strike, changing the location daily to put pressure on various areas where the company operated. However, this practice was abandoned on June 27 and a full scale strike was put into effect. The Minister offered the mediation services of the Department.

On the Minister's instructions, the Department's Chief Conciliation Officer in Vancouver brought the parties back to the bargaining table in late July. The Minister was present at the final bargaining session which lasted 11 hours and produced a settlement. The agreement, which was subsequently ratified by the union membership, provided a total wage increase of about 19 1/2 per cent over a two-year agreement effective from January 1, 1969. The strike terminated on August 5.

On February 4, the Minister appointed a conciliation officer to deal with a dispute between Bell Canada and the Traffic Employees' Association. Some 8,500 employees were affected. The conciliation officer held meetings with the parties throughout the month of February. A great deal of progress was made in reducing the number of items in dispute. Over the weekend of February 27, the Minister participated in the negotiations and after many hours, a settlement was reached. The agreement, which was ratified by the employees, provided a wage increase of \$12.50 a week on the top rate. The term of the agreement was for a period of 18 months from March 1, 1970.

During the year, the Minister received the report of an Industrial Inquiry Commission appointed in 1968 to inquire into Certain Conditions, Conduct and Matters Giving Rise to Labour Unrest at the Ports of Montreal, Trois-Rivières and Québec, Qué. The Commissioner was the Honourable Arthur Smith. His report was released in February. As the year closed, the recommendations of the Commission were being studied by the parties concerned.

## Other Proceedings

*Applications for Consent to Prosecute* — The Minister received during the year 57 applications for consent to prosecute under Section 46 of the Act. Thirty-six were granted, including four carried over from the previous year; two were refused or rejected; 12 were withdrawn; and 11 are pending.

Since the Act came into effect, the Minister has received 472 applications for consent to prosecute, 150 applications have been granted, 39 refused, 12 settled, 232 withdrawn, 28 lapsed, and 11 are pending.

*Complaints of Violation of the Act* — Three complaints of alleged violation of provisions of the Act were made to the Minister during the year; complaints by persons claiming to be aggrieved because of such violation are permitted under Section 44. One case was withdrawn and two are pending.



**Conciliation Proceedings Under the Industrial Relations and Disputes Investigation Act,  
by Disposition of Cases, for Fiscal Year 1969-70 and from Inception\* of the Act**

	1969-70		From Inception to March 31, 1970	
	Number of Disputes	Number of Workers Directly Affected	Number of Disputes	Number of Workers Directly Affected
Disputes being dealt with by conciliation officers at beginning of period . . . . .	28	8,124	—	—
Disputes referred to conciliation officers . . . . .	127	33,863	1,643	1,082,017
<b>Total . . . . .</b>	<b>155</b>	<b>41,987</b>	<b>1,643</b>	<b>1,082,017</b>
Disputes settled by conciliation officers . . . . .	78	19,159	1,068	386,120
Disputes not settled by conciliation officers . . . . .	45	17,215	507	687,356
Disputes which lapsed; no further action required . .	—	—	36	2,928
Disputes being dealt with by conciliation officers at end of period . . . . .	32	5,613	32	5,613
<b>Total . . . . .</b>	<b>155</b>	<b>41,987</b>	<b>1,643</b>	<b>1,082,017</b>
Disputes being dealt with by conciliation boards at beginning of period . . . . .	8	7,960	—	—
Disputes in which parties were considering conciliation board recommendations at beginning of period . . . . .	—	—	—	—
Disputes referred to conciliation boards . . . . .	34	10,517	510	1,513,216
<b>Total . . . . .</b>	<b>42</b>	<b>18,477</b>	<b>510</b>	<b>1,513,216</b>
Disputes settled by conciliation boards . . . . .	15	4,357	368	1,018,144
Disputes not settled by conciliation boards . . . . .	8	10,430	106	490,806
Disputes which lapsed; no further board action required . . . . .	—	—	17	576
Disputes in which parties were considering conciliation board recommendations at end of period	—	—	—	—
Disputes being dealt with by conciliation boards at end of period . . . . .	19	3,690	19	3,690
<b>Total . . . . .</b>	<b>42</b>	<b>18,477</b>	<b>510</b>	<b>1,513,216</b>

\*September 1, 1948

**Conciliation Proceedings under the Industrial Relations and Disputes Investigation Act, by Disposition of Cases,  
for fiscal years beginning April 1, 1949 to the fiscal year ending March 31, 1970**

Fiscal Year Ending March 31	(1)*	(2)	(3)	(4)	(5)*	(6)	(7)	(8)	(9)	(10)	(11)
	Cases Refer- red to Officers	Handled to Fin- ality by Officers	Settle- ments by Officers	%	Disputes Referred to Boards	Handled to Finality by Boards	Settlements by Boards and Post Conciliation Mediation without work stoppage	%	Total Settlements by Officers Boards and Post Conciliation Mediation without work stoppage	Legal Strikes	Overall % of Settlements without work stoppage
1950	34	28	15	54	18	12	11	92	26	1	96
1951	44	38	19	50	21	12	9	75	28	3	90
1952	46	37	18	49	35	20	19	95	37	1	97
1953	63	55	32	58	37	25	24	96	56	1	98
1954	66	55	37	67	30	25	23	92	60	2	97
1955	80	74	48	65	30	12	10	83	58	2	97
1956	53	49	31	63	38	23	17	74	48	6	89
1957	60	51	32	63	40	31	25	81	57	6	90
1958	117	88	53	60	44	23	22	96	75	1	99
1959	108	88	63	72	44	30	24	80	87	6	94
1960	106	91	72	79	36	28	27	96	99	1	99
1961	82	70	52	74	27	15	13	87	65	2	97
1962	90	76	51	67	40	25	21	84	72	4	95
1963	79	68	51	75	32	23	18	78	69	5	93
1964	81	59	46	78	23	15	13	87	59	2	97
1965	115	86	65	76	32	21	17	81	82	4	95
1966	134	104	68	65	46	31	25	81	93	6	94
1967	128	100	72	72	47	40	29	73	101	11 <sup>1</sup>	90
1968	142	114	80	70	36	24	19	79	99	5	95
1969	165	137	108	79	40	32	24	75	132	9	94
1970	155	123	78	63	42	23	15	65	93	15 <sup>2</sup>	86

\*Columns 1 and 5 include cases carried over from previous year and cases pending.

<sup>1</sup> Includes the national railway strike, which involved 5 separate disputes heard before 5 Conciliation Boards, but was only one strike involving all unions concerned.

<sup>2</sup> Includes 3 separate trucking disputes involving one employer and also 3 separate disputes affecting one employer in the communications field, but only one strike occurred in each case.

From the inception of the Act to the end of the year there have been 134 complaints under Section 44. Twenty-two cases have been settled, one case by an Industrial Inquiry Commission and 21 by conciliation officers. Thirty-five cases were not settled or were dismissed when found to be unsupported by the facts; 31 were withdrawn, eight as a result of Industrial Inquiry Commissions; 21 have lapsed, 23 resulted in either granting or refusal of consent to prosecute, and two are pending.

*Arbitration* — During the year the Minister received, from parties to collective agreements, 32 requests for the designation of an arbitrator to deal with differences arising between the parties concerning the meaning or violation of the collective agreements. In 21 cases an arbitrator was named. Of the remainder the requests were either withdrawn, pending or other arrangements were made by the parties. The designation of an arbitrator by the Minister is not a statutory requirement and is a service rendered under Section 19 of the Act.

*Appointment of Industry Specialists* — Seeking a more positive tripartite approach to the prevention and settlement of industrial disputes, the Minister announced in January the creation of a group of industry specialists in the Conciliation and Arbitration Branch.

The group will consist of six senior officers: three located in Ottawa, one in Montreal, one in Toronto, and one in Vancouver. Their task will be to maintain continuing contact with senior employer and trade union officials in specified industries within federal jurisdiction; to identify emerging problems before they come to a head at the bargaining table; and generally to prevent the development of serious disputes. The industry specialists, who will work closely with officers in the Labour-Management Consultation and Economics and Research Branches of the Department, will also be available to serve as mediators when disputes do occur.

At the close of the year, five of the six officers had been appointed by the Public Service Commission.

## EMPLOYEE REPRESENTATION

The Employee Representation Branch provides the staff functions required in the administration of the provisions of the Industrial Relations and Disputes Investigation Act that involve the powers and responsibilities of the Canada Labour Relations Board. The Board is entrusted with responsibility for ensuring the orderly solution of representation disputes by determining applications for the certification or decertifica-

tion of trade unions as bargaining agents; for prescribing grievance and arbitration procedures upon application; and, upon referral from the Minister of Labour, for dealing with complaints that a party to collective bargaining has failed to make every reasonable effort to conclude a collective agreement. Officers and staff of the Employee Representation Branch act as officers and staff of the Board.

## CANADA LABOUR RELATIONS BOARD

The Canada Labour Relations Board met on 34 days during the year. There were 29 hearings in which the Board heard oral submissions and evidence presented by representatives of employers, trade unions and various other parties concerned in 42 cases. Many cases coming before the Board are decided without the necessity for a hearing.

*Certification Proceedings* — The 140 applications for the certification of bargaining agents received by the Board during the year affected some 5,000 workers. In addition, 26 applications for certification were in process at the close of the previous year. Of these 166 applications, which directly affected some 5,700 workers, 79 were granted, 31 rejected, four were adjourned sine die, and 20 were withdrawn. At the end of the year, the remaining 32 were still being investigated. During the year, the Board ordered 16 representation votes in applications for certification.

Of the 31 applications for certification that were refused, 10 were rejected because the applicants failed to establish a majority standing, 12 were made for inappropriate units, four involved employees and employers engaged in a work, business or undertaking that did not come within the application of the Act, one was made before the expiry of 10 months of the term of an agreement, and four were refused for miscellaneous reasons.

From the inception of the Act to March 31, 1969, the Board received 2,323 applications for certification, directly affecting some 282,600 workers. A total of 1,347 applications were granted, 482 were rejected, 454 were withdrawn, eight lapsed or were adjourned sine die, and 32 were pending at the end of the year. In that period the Board ordered 383 representation votes in applications for certification and 23 votes in proceedings involving revocation of certification.

Of the 482 applications rejected in that period, 267 were refused because of the applicants' failure to establish a majority, 109 were made for inappropriate units, 41 involved employees and employers engaged in a work, business or undertaking not under the jurisdiction of the Board, four were made before six



months had lapsed after the rejection of a previous application for the same unit, 12 were made before the expiry of 10 months of the term of an agreement, and 49 were refused for miscellaneous reasons.

### Other Proceedings

*Complaints of Failure to Bargain* — During the year no complaints were made to the Minister under Section 43 of the Industrial Relations and Disputes Investigation Act alleging that a party had failed to bargain collectively, and therefore no complaints were referred to the Board.

From the inception of the Act to March 31, 1969, the Minister referred to the Board eight complaints concerning failure to bargain collectively. In three cases the Board issued orders requiring the respondents to bargain collectively with the complainants, and in one of these cases the Board later revoked the order. It dismissed four complaints on the grounds that Section 43 of the Act did not have application to the matters in dispute, and permitted the withdrawal of one such complaint.

*Decertification Proceedings* — The Act provides (Section 11) that where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification.

During the year 10 applications for revocation of certification were received. Of these 10 applications for revocation, seven were granted, two rejected, and one withdrawn.

Since the inception of the Act the Board has received 96 applications for revocation and in three other cases has initiated review and reconsideration proceedings leading to revocation, making a total of 99 revocation proceedings. Of the 96 applications for revocation received during the period, 61 were granted, in one a declaration was issued stating that the Board's earlier certification was of no force and effect, 27 were refused, six were withdrawn, and one lapsed. Three decertification orders were issued in the review and reconsideration proceedings initiated by the Board.

*Applications for Review* — The Act provides (Section 61(2)) that a decision or order of the Board is final and conclusive and not open to question, or review, but the Board, if it considers it advisable so to do, may reconsider any decision or order made by it under the Act and may vary or revoke any decision or order made by it under the Act.

During the year, 18 applications for review were received and one was in process at the end of the previous year. Of these 19 applications, 13 were granted, two were denied, two were withdrawn and two were pending at the end of the year.

Since the inception of the Act, the Board has received 129 applications for review: 55 were granted in whole or in part, 67 were refused, four were withdrawn, one lapsed and two were pending on March 31, 1970.

*Applications for Procedure for Final Settlement of Disputes Concerning the Meaning or Violation of Collective Agreement* — The Act prescribes (Section 19) that where a collective agreement does not contain a procedure for the final settlement of differences concerning the meaning or violation of the agreement, an application may be made to the Board for the provision of such a procedure. No such application was received during the year.

Since the inception of the Act, 18 such applications have been received; eight were granted, three rejected, and seven settled without the necessity of a Board order.

### FAIR EMPLOYMENT PRACTICES

In the field of human rights, the Fair Employment Practices Branch during the past year responded to new needs flowing from the rising expectations of seriously disadvantaged minorities.

Although the Branch's fundamental responsibility continued to be the administration of the Fair Employment Practices Act, which prohibits discrimination in employment based on race, colour, religion and national origin, it became obvious in the past year or so that a much broader attack on the patterns of discrimination was required. The Branch therefore entered into a program to promote the principle of 'affirmative action' by employers and unions—not merely to eliminate discriminatory practices on a case-to-case basis, but to engage in positive efforts to encourage the training, recruitment and career development of historically disadvantaged minorities.

In some cases affirmative action that was begun at the local or regional level of a firm was later taken over at the head office level and applied throughout the organization.

It became apparent that affirmative action, to be effective, must be practised at all levels in a company. Foremen and supervisors, as well as management, need to appreciate and understand the attitudes and fears of people from the disadvantaged minorities and

their problems on first entering industrial employment. The Branch therefore took preliminary steps during the year toward the development of sensitivity training for supervisory and senior levels of management.

Encouraging progress was made in bringing federations of labour into serious dialogue with Black and Indian leaders, sometimes on a community and sometimes on a regional basis.

The Branch, in several areas, helped minority groups to document their economic and social positions and assisted communities to establish local action committees with the status needed to work effectively for fair employment and human rights.

The Branch continued to develop close working relationships with provincial human rights agencies and a close rapport with central labour bodies, provincial federations of labour and some major unions, particularly in the building trades. This is expected to lead to valuable co-operative efforts to bring about more equality of opportunity for employment through positive action programs.

The Branch organized and was host to a conference in Ottawa of Canadian Administrators of Human Rights Legislation, at which most of the provinces were represented. The purpose of the conference was to discuss common problems and ways of improving co-operation, and to exchange information on methods of case handling and investigation.

During the year the Branch dealt with 93 complaints, including 32 carried over from the previous year. In addition, a very large number of appeals for assistance and general inquiries about human rights were received, generated in part by advertising, the distribution of pamphlets in Canada and abroad, exhibits and speeches.

Of the 61 new complaints received during the year, 53 were within federal jurisdiction.

No attempt is made to assess success or failure on the basis of the complainant's perspective alone, since the principle followed in case investigation is to uncover the facts and deal with the complainant and the respondent in the most appropriate fashion within the spirit and intent of the legislation.

However, significant results were achieved in 15 of the cases investigated (i.e., the complainant was offered training, job or promotion or first chance at a future opening for a job or promotion; improvement in employer hiring policies related to minorities, affirmative action undertaken by employer or union to counteract patterns of rejection, including commitment by employer or union to sensitivity training for super-

visors and staff; the establishment of meaningful dialogue and continuing liaison between minorities and employers, minorities and unions, and minorities and their communities, etc.)

Another 19 investigations were simply terminated. (i.e., no concrete evidence of discrimination uncovered by investigation; complaint beyond federal jurisdiction; complaint withdrawn by complainant; complainant indicated antisocial and psychiatric problems, etc.)

At the end of the fiscal year, nine cases were still under investigation.

It is considered that every case thoroughly investigated is beneficial to both the complainant and the respondent, not only in cases where discrimination is uncovered, but also in cases where the complaint has not been substantiated. In many cases of the latter kind, an investigation helped respondents shed light on potential problems offering the possibility of discriminatory treatment. Such investigations have alerted senior executives to the need for more understanding of minority problems and for closer supervision of areas where junior staff could practise discrimination by exercising personal prejudices.

Officers of the Branch gave many speeches and informal talks before community groups, national and local meetings and seminars, provincial meetings, including provincial federations of labour, and before a variety of other groups and organizations, including service clubs, minority group organizations and churches.

Large-scale distribution was continued of pamphlets on the provisions of the Canada Fair Employment Practices Act and on various aspects of human rights. Pamphlets were distributed to prospective immigrants by immigration offices abroad and were made available at Canada Manpower Centres in Canada.

During the year, television clips produced earlier were aired in all major population areas across the country. Four new clips from 10 to 60 seconds in length were produced during the year for use in the next fiscal year. Three of these were designed to alert employers to the possibility of discrimination in hiring within their firms because of personal prejudices of employees involved in the hiring process. The fourth, in support of affirmative action, emphasizes the need for employers to make a clear declaration of their hiring policy to all their employees and to prospective employees especially those from minority groups.

Staff increased from six to ten, and further increases were provided for in the next fiscal year to handle an increasing work load.



## LABOUR-MANAGEMENT CONSULTATION

During 1969-70 the 21 industrial relations officers of the Labour-Management Consultation Branch, continued to promote labour-management consultation through the formation of joint consultation committees in Canadian industry. They were in touch with 991 individual organizations under federal jurisdiction and 5,446 under provincial jurisdiction. A total of 8,900 meetings were held with management, union, federal, provincial and civic representatives to service existing committees or to promote the joint consultation philosophy.

Two hundred and eighty-one new committees were organized in 1969-70 compared with 226 in 1968-69. There were 2,663 committees registered with the Branch as of March 31, 1970, representing 155,000 employees under federal jurisdiction and 666,000 under provincial jurisdiction. The bulk of these committees are in the manufacturing and service industries, others in industries such as logging, mining, construction, transportation, communication, wholesale and retail trade and finance.

Every effort was made to maintain the highest level of effectiveness in existing committees. During the year officers of the Branch were successful in restructuring 43 committees whose standards had fallen below those established by the Branch. An increasing number of labour-management committees are calling on the Branch's officers for help in improving and maintaining two-way communication as a means of solving mutual problems.

*Publications* — The circulation of the Branch's news bulletin, *Teamwork in Industry*, increased to 45,000 copies of each issue. This bulletin, which appears 10 times a year, publicizes the activities and accomplishments of labour-management committees registered with the Branch and matters of general interest to labour and management in the field of labour relations.

Each year the Branch makes available, to committees on its list, a revised catalogue of material specif-

ically designed to help these committees. Requests for more than 800,000 copies of the posters, pay envelope messages and 'Let's Discuss' topics offered in this material order book were received from establishments having labour-management committees.

Three new promotional publications were issued by the Branch during the year:

- (i) *Communications* is a three-fold leaflet explaining the fundamentals of effective consultation and co-operation.
- (ii) *Automation and You* is a 27-page booklet explaining the need for greater co-operation between labour and management in order to cope with the problem of technological change.
- (iii) *Handbook for Labour-Management Consultation Committees* is a 16-page publication that explains the functions of labour-management joint consultation committees, and the roles and responsibilities of committee members.

The growing demand for the Branch's regular publications necessitated four reprints.

*Labour-Management Conferences* — The Branch sponsored a labour-management conference in Charlottetown, P.E.I., on April 11, 1969, in co-operation with the Prince Edward Island Labour-Management Relations Council. 'Continuing Communication' was the theme of this conference, which was attended by 177 delegates from labour, management, academic institutions and representatives from the provincial and federal governments. A summary of the conference was printed in booklet form and sent to each delegate.

Preliminary discussions are being held to organize similar conferences in 1970-71. This conference program is part of the Branch's efforts to convince unions and managements of the efficacy of joint consultation and to demonstrate the need for communication supplementary to modern collective bargaining.



# EMPLOYMENT STANDARDS PROGRAM

The Employment Standards Program is concerned with the application of standards established by or under the Canada Labour (Standards) Code, the Canada Labour (Safety) Code, the Fair Wages and Hours of Labour Act and related Orders in Council; with the administration of workmen's compensation legislation applying to merchant seamen and federal public servants; and with the investigation and promotion of women's rights in matters relating to employment. It is divided into three units: the Labour Standards Branch, the Accident Prevention and Compensation Branch, and the Women's Bureau.

## LABOUR STANDARDS

The Labour Standards Branch is responsible for the administration of the Canada Labour (Standards) Code and the Fair Wages Policy of the Government of Canada as set out in the Fair Wages and Hours of Labour Act, as amended, and the Fair Wages Policy Order, P.C. 1954-2029. The Branch consists of a headquarters organization, with two divisions, and nine regional offices. The regional offices are located in St. John's, Halifax, Fredericton, Montreal, Ottawa, Toronto, Winnipeg, Edmonton and Vancouver. One headquarter's division, Standards, is responsible for the administration of the Canada Labour (Standards) Code; the other division, Federal Contracts, is responsible for the administration of the Fair Wages Policy.

The Labour Standards Branch through persuasion, education, inspection and enforcement endeavours to ensure that employees in industries under federal jurisdiction receive their full entitlements. The Canada Labour (Standards) Code provides also that court proceedings may be instituted where violations occur. The Branch also conducts annual wage surveys to determine wage rates required to be paid on federal construction projects.

## Canada Labour (Standards) Code

The Code, which came into effect July 1, 1965, contains provisions establishing basic labour standards for employees' hours of work and overtime pay, minimum wage, annual vacation and general holidays with pay.

### *Deferments and Suspensions*

The legislation gave power to the Minister of Labour to defer or suspend the operation of Part I

(Hours of Work) under section 51(1) and to defer the operation of Part II (Minimum Wages) under section 52, where it was shown to be unduly prejudicial to the interest of the employees or seriously detrimental to the operation of the federal work, undertaking or business to immediately introduce these conditions. All deferments respecting the minimum wage expired on December 31, 1966.

During the past fiscal year the Minister of Labour issued no orders or rejections pursuant to section 51(1) relating to the applications for deferment or suspension of Part I (Hours of Work). Since enactment of the legislation the totals under the special and transitional provisions of section 51(1) remain at 99 orders for deferment, 41 orders for suspension and 49 rejections. The orders affected 5,145 employers and the rejections 67. An individual order or rejection may relate to a single employer, a group, or to all employers in a specific industry. The railway industry is the only industry with a stay of the operation of Part I (Hours of Work). This is pending the rejection of the submissions or the making of a deferment order, subsequent to the termination of discussions with management and labour.

### *Commissions of Inquiry*

Orders issued under section 51(1) must not exceed a period of 18 months from the date of the order. Orders for periods in excess of 18 months may be made pursuant to section 51(2) by the Governor-in-Council on recommendation of the Minister of Labour where it is made to appear, from a report of an inquiry held pursuant to section 35 of the Code, that a longer period of deferment is required in the best interests of the employees or that certain provisions of Part I would unduly disturb any employment custom of the federal work, undertaking or business.

During the fiscal year two commissions of inquiry were appointed by the Minister of Labour respecting the operation of Part I of the Code. These inquiries concerned:

1. Employees of the Great Northern Railway Company;
2. Employees of the Coal Division, other than office personnel, of the Cape Breton Development Corporation.

Following the report of these commissions and that of the St. Lawrence River and East Coast of Canada Shipping appointed in February 1969, the Governor-in-Council, on the recommendation of the Minister of Labour, made the following orders pursuant to section 51(2) of the Code:

1. SOR/69-608, the Great Northern Railway Company Hours of Work Extension Order, which suspended the operation of Part I of the Code for a period commencing December 1, 1969 until termination either coincidental with decisions respecting the railway industry or with the making of an order by the Governor-in-Council under section 51(2), whichever was earlier. This extension order provided that the hours of work and the rates of overtime pay were to be those established for employees covered by the listed collective agreements.
2. SOR/70-15, the St. Lawrence River and East Coast of Canada Transportation of Goods by Ship Hours of Work Extension Order, which suspended the operation of Part I of the Code and established interim hours of work standards until December 31, 1973.
3. SOR/70-18, the Cape Breton Development Corporation Hours of Work Second Extension Order, which further suspended the operation of Part I of the Code and established interim hours of work until July 31, 1971 for employees of the Coal Division, other than office personnel, of the Cape Breton Development Corporation.

#### *Flexible Features of the Code*

The Code allows some flexibility in its application. This was accomplished last year by the following means:

- (1) Thirty-five averaging periods of 13 weeks or less were reported as having been implemented affecting approximately 1,522 employees, and 51 applications for permission to average over a 13-week period, affecting 2,102 employees, were authorized.
- (2) Seventy-eight applications to work in excess of the maximum hours (section 9) were approved by the Minister.
- (3) Eighty-eight applications for approval of year of employment other than employee's anniversary date for vacation purposes were consented to under section 16 of the regulations.
- (4) Thirty-six substitutions for general holiday

affecting approximately 2,851 employees were reported under section 28 (1)(a) and 76 similar substitutions were approved under section 28 (1)(b) covering about 1,744 employees. These referred to substitutions of another holiday in lieu of a general holiday as specified in a collective agreement or designated by majority approval of the employees affected.

- (5) Twenty-two waivers of vacation were authorized under section 14 of the regulations, affecting 47 employees; and eleven postponements of vacation covering 14 employees were authorized under section 15 of the regulations.

#### **Transport of Goods by Motor Vehicle Hours of Work Extension Order.**

The trucking industry within the legislative authority of the Parliament of Canada is operating under the Transport of Goods by Motor Vehicle Hours of Work Extension Order (P.C. 1968-581 and amended by P.C. 1968-1433), which suspended the operation of Part I of the Code for the period July 1, 1968 to June 30, 1971. Under this order averaging periods of 13 weeks or less were reported during this fiscal year for 120 highway drivers of 22 employers, and averaging periods extending over 13 weeks for 514 highway drivers of 31 employees were authorized.

Forty-four permits to work in excess of the maximum hours were approved by the Minister under section 8 of the order; and two permits to work in excess of the maximum permissible under an averaging period for highway drivers were approved under section 11.

#### **Mail Contractors Extension Order**

Adoption of only three averaging periods of 13 weeks or less were reported under the extension order concerning highway drivers of a mail contractor and no overtime permits were issued.

#### **Complaints and Inspections**

From April 1, 1969 to March 31, 1970, employee complaints totaling 445 were investigated, resulting in settlements amounting to \$57,217.

In the same period 747 inspections were carried out where no prior complaints were received, resulting in adjustments being paid to 5,785 employees in the amount of \$203,776.

In addition some 90 inspections were made to ensure instructions left during a previous inspection had been carried out; and 295 counselling calls were



made to advise employers concerning requirements of the legislation.

## **FEDERAL CONTRACTS**

### **Fair Wages on Government Contracts**

During the year, there has been further progress on important projects to which labour conditions were applied under the provisions of the Fair Wages and Hours of Labour Act.

#### *Contracts for Construction, Repair, Remodelling and Demolition*

During the year the Branch issued 3,438 schedules of labour conditions, compared with 3,492 during 1968-69 and 3,518 during 1967-68.

Sixteen schedules were supplied to Atomic Energy of Canada Limited for contracts for the Nelson River Transmission Facilities in Manitoba. Seven additional schedules were supplied to Atomic Energy of Canada Limited for contracts for the Nuclear Research Establishment, Whiteshell, Man., and for the construction of the town of Pinawa, making a total of 180 schedules since the first one was issued on June 8, 1961.

#### *Contracts for the Manufacture of Supplies and Equipment*

Departments awarding contracts for the manufacture of supplies and equipment are required to include standard labour conditions as provisions of the contracts. During the year 1,273 contracts were awarded. During the same period, 128 statutory declarations listing the classifications of workers employed on such contracts, their wage rates and their hours of work were submitted to the Department for review. The corresponding figures for 1968-69 were 1,092 contracts and 260 statutory declarations.

Although the Fair Wages legislation does not apply to contracts for services, schedules were issued for service contracts on the request of government departments for such contracts as interior cleaning of public buildings, moving office furniture and supplies and catering to army camps and other establishments.

### **Enforcement Activities under the Fair Wages Legislation**

All complaints received with respect to failure of contractors to apply the labour conditions of contracts were investigated. In addition, a policy of regular inspection is maintained. During the year, 1,088 inspections were made of wages and hours of work and other labour conditions, including the non-discrimination provisions, being observed by contractors on

government contracts. Of the 1,088 inspections carried out, 518 involved main contractors and 570 subcontractors. The corresponding figure for the total number of inspections for 1968-69 was 756.

The enforcement of the required labour conditions and minimum wage schedules during 1969-70 resulted in the collection of a total of \$54,316 from 138 contractors for distribution of 1,220 workers to satisfy wages owing by the contractors. During the fiscal year 1968-69 arrears amounted to \$83,132 affecting 1,736 employees.

Additionally the sum of \$3,450 was collected as liquidated damages from 22 contractors for defaults in carrying out conditions as set out in paragraphs (a) and (b) of the Fair Wages and Hours of Labour Act, compared with 1968-69 when \$11,000 was collected from 36 contractors.

### **Minimum Wage Rates**

During 1969-70, minimum wage rates were established to apply on government contracts. Additional rates of pay were determined to apply to employees of government departments and agencies resulting from 147 requests received.

Wage surveys totaling 198 were conducted by field officers to obtain information about wage rates being paid by construction contractors and non-construction employers in various areas of Canada. Additional information was extracted from provincial labour legislation, and from collective agreements.

## **ACCIDENT PREVENTION AND COMPENSATION**

The principal functions of the Accident Prevention and Compensation Branch are to establish and maintain, in accordance with the provisions of the Canada Labour (Safety) Code, an adequate standard of employment safety in the Public Service and in enterprises subject to federal jurisdiction, and to administer the Government Employees Compensation Act under which employment injury benefits are provided to employees of the federal government. In addition, the Branch administers the Merchant Seamen Compensation Act.

### **Accident Prevention Division**

In the second year of its operation, the Accident Prevention Division completed much of the organizing and preparatory activities which characterized its first year of operation and in addition made substantial



progress in the actual implementation of the occupational safety and health policy set forth in the Canada Labour (Safety) Code for enterprises subject to federal jurisdiction and by the Treasury Board with respect to the Public Service.

### Safety Inspections, Investigations and Surveys

Approximately 8,000 federal work places, boilers, pressure vessels and elevating devices were inspected by provincial safety inspectors on behalf of the Canada Department of Labour in accordance with federal-provincial safety inspection service agreements. This work, which now involves more than 700 provincial inspectors who have been designated Canada Safety Officers by the Minister, is expected eventually to increase to about 40,000 safety inspections each year.

In addition to these periodic safety inspections, safety officers of the Accident Prevention Division conducted several hundred special inspections, surveys and studies, including a comprehensive study of occupational safety in six federal departments and two major private industries. These studies revealed a need for a general upgrading of accident prevention programs and for a greater awareness by employers and employees alike of their responsibility for preventing accidents.

Thirty-six environmental health investigations involving such hazards as noise, toxic fumes, dust, and others, were carried out by the Department of National Health and Welfare and an equal number of similar investigations were conducted on the Division's behalf by provincial health specialists and by regional personnel of the Division.

The collieries of the Cape Breton Development Corporation have been of special concern to the Accident Prevention Division because of the unusually hazardous nature of coal mining operations. A mine safety engineer who was assigned to the mining area at Sydney, N.S., in October 1969, conducted several underground safety surveys as supplements to the regular inspections conducted by the Nova Scotia Department of Mines under the authority of the Safety Code and he assisted management in the general improvement of its occupational safety program.

A study of the health and explosion hazards of coal dust in the Cape Breton Coal Mines, which was begun in March 1970 by technical officers of the Department of National Health and Welfare and the Department of Energy, Mines and Resources, will continue in the new fiscal year.

The regional safety officer for British Columbia served as chairman of a joint committee of the Departments of Transport and Labour to investigate safety conditions, hours of work and manning in the towboat industry in British Columbia. A report of the findings of this committee was submitted to the appropriate Ministers.

### Accident Information

*The Employers' Guide for the Uniform Investigation and Reporting of Employment Accidents for the Purposes of the Canada Labour (Safety) Code* was introduced on January 1, 1970. This guide was prepared to assist employers to provide accident and required information which in turn will be used to help them develop more effective accident prevention programs. After a trial period with the guide, regulations pertaining to the report form and other details of accident investigation and reporting will be prescribed.

It will require two or three years to develop a suitable system of compiling and analyzing accident statistics for private industry subject to federal jurisdiction, since many of these enterprises have not maintained accident records and because the lack of uniformity in existing records makes valid comparisons impossible.

The Treasury Board recently adopted for the Public Service an accident reporting system comparable to that recommended by the guide. The information provided under this system will be more complete with respect to accident causation than that usually obtained from work-injury reports for compensation purposes.

An electronic data processing program for the production of Public Service accident statistics became operative in April 1969. Statistics for the fiscal year 1969-70 will be found in Table 1. The effect of the new Public Service occupational safety and health program is not expected to be reflected in the statistics for at least another year.

### Education and Training

Part I of a *Canada Occupational Safety Manual* was prepared and at year's end was ready for distribution. This part of the manual is intended as a guide to persons who have been assigned responsibility for developing and maintaining an accident prevention program. It deals primarily with such basic matters as policy, organization, inspection, investigation and statistics.

Publication of *Public Service Safety*, a bilingual quarterly newsletter, began in 1969. It is a joint

undertaking with the Treasury Board for the dissemination to the Public Service of information pertaining to occupational safety and health. An increasing circulation currently stands at 15,000 copies.

A pilot Safety Communications Conference to study and discuss the fundamentals of industrial accident prevention and their application was held for the benefit of safety officers of the Division and of a number of federal enterprises and trade unions. In addition to approximately 80 hours at the conference table, delegates were required to complete a home study course. Similar refresher conferences on accident prevention fundamentals are being planned for the future.

As the Division's work becomes better known its resources are being called upon increasingly to provide information on such matters as safety practices, technical problems, legislation and statistics. To support the expertise of Division personnel in providing information, a library of safety and related technical reference material has been established.

Division personnel attended 357 meetings and 44 conferences and seminars during the year in connection with accident prevention matters.

### **Regulations and Data Sheets**

Regulations pertaining to the safety of boilers and pressure vessels were issued on October 1, 1969. Other regulations covering a wide range of occupational safety and health matters such as noise, lighting, sanitation, machine guarding, hazardous substances and others are under development. These and proposed regulations which have been submitted to the principal interested parties for their comments and which have been the subject of extensive consultation with provincial and other safety organizations, are expected to issue sometime in 1970.

A number of technical data sheets, which are intended to serve as technical supplements to the occupational safety and health regulations referred to above, were being prepared at the end of the year.

### **Accident Compensation Division**

The staff of the Accident Prevention and Compensation Branch carries out the administration of the Government Employees Compensation Act.

During the year, there were 23,598 accident claims reported, a decrease of 791 from the preceding year. Disabling injuries, however, increased by 232 and numbered 11,639 or 49.32 per cent of the total reported. This increase resulted because, for the first

time, all lost time accidents were recorded as disabling. Previously only those where the waiting period was exceeded were counted as disabling.

There were 23 fatalities reported, two of which were not attributable to employment, an increase of one over the past year.

At the end of the year, 1,963 pensions were being paid to employees, former employees or their dependants.

The distribution of the year's claims by provinces is shown in Table 2.

More than 263,000 persons employed by some 117 departments and agencies are entitled to coverage under the Government Employees Compensation Act. Based on claims received, the ratio of injuries of all types to employees was 1 to 11. The ratio of disabling injuries was 1 to 23.

Gross compensation disbursements and administration expenses during the year are shown in Table 2. Compensation disbursements increased by \$261,372 or 5.22 per cent to \$5,264,836. This expenditure was partly offset by reimbursement made to the Consolidated Revenue Fund by certain Crown agencies to cover the compensation benefits provided to their employees and a proportionate share of administration expenses. Certain other Crown agencies pay an assessment on their payroll in the same manner as industry is assessed under the provisions of the provincial acts. In either circumstance, the employees of these Crown agencies come under the provisions of the Government Employees Compensation Act in the same manner as employees of Government departments, boards and commissions.

During the year, 930 cases involving third parties were considered and disposed of either by settlement or by determining that a case could not be sustained against the third party. In a very few cases, the injured employees did not claim compensation but took action against the third party on their own. The great majority of claims were settled by the Branch, with 58 cases being referred to the Department of Justice for consideration. A total of \$163,011 was recovered either by settlement or by court judgment. At the end of the year, 362 cases were pending.

Close liaison was maintained with the various Workmen's Compensation Boards and the Commission in Quebec in processing claims, in rehabilitation of injured employees and in the interpretation and

application of the legislation. An officer of the Division attended several seminars where he instructed officials of departments in employees' compensation as it applies in the Public Service. Information material was prepared and distributed in English and French to acquaint Public Service employees with their rights and responsibilities in connection with employment injuries.

The first computerized statistical report was completed at the end of September and the resulting information was distributed to federal government departments and agencies to assist them in the prevention of accidents. A more sophisticated report for a similar purpose is being prepared at the end of the year. Extensive amendments were made to the *Statistical Coding Manual* and the staff of the Division was retrained in its use.

## Merchant Seamen Compensation

The Merchant Seamen Compensation Act is administered by the Merchant Seamen Compensation Board which is composed of three senior Public Servants who are appointed by the Governor in Council. The Chief of the Accident Compensation Division of the Accident Prevention and Compensation Branch is Secretary to the Board.

The Secretary approved a number of claims for total temporary disability that were not disputed by the employer or seaman. For statistical summary, see Table 4.

There were two meetings held during the year. Twenty-eight claims were received, including one relating to a fatal accident. At the end of the year, eight claims were pending.



**TABLE 1 — INJURY STATISTICS**  
**A. Public Service Departments**

Department	No. of Disabling Injuries(1)	Disabling Injury Frequency Rate	Total Direct Costs(2)
Agriculture . . . . .	252	11.59	110,135
Auditor General's Office . . . . .	1	2.14	193
Board of Grain Commissioners . . . . .	12	5.97	3,412
Canadian Government Printing Bureau . . . . .	23	7.48	6,329
Canadian International Development Agency . . . . .	0	0.00	5
Canadian Penitentiary Service . . . . .	260	26.46	140,373
Canadian Radio-Television Commission . . . . .	0	0.00	78
Canadian Transport Commission . . . . .	1	1.23	566
Communications . . . . .	9	3.75	3,403
Consumer & Corporate Affairs . . . . .	19	6.32	7,837
Dominion Bureau of Statistics . . . . .	34	4.89	5,839
Energy, Mines & Resources . . . . .	74	6.93	48,189
Exchequer Court . . . . .	0	0.00	13
External Affairs . . . . .	11	1.73	6,980
Finance . . . . .	1	1.34	124
Fisheries & Forestry . . . . .	82	9.59	76,171
Fisheries Research Board . . . . .	17	10.66	6,188
Government House . . . . .	1	8.40	50
House of Commons . . . . .	12	5.74	3,285
Indian Affairs & Northern Development . . . . .	336	18.49	202,162
Industry, Trade & Commerce . . . . .	7	1.70	1,174
Justice . . . . .	1	1.12	570
Labour . . . . .	6	3.82	848
Manpower & Immigration . . . . .	30	1.72	16,870
National Capital Commission . . . . .	51	34.70	14,605
National Defence . . . . .	2,035	27.27	858,907
National Energy Board . . . . .	2	7.32	832
National Health & Welfare . . . . .	120	8.95	46,287
National Library . . . . .	2	4.51	239
National Museums of Canada . . . . .	3	4.17	550
National Parole Board . . . . .	1	1.70	550
National Revenue —			
Customs & Excise . . . . .	35	2.26	13,143
Taxation . . . . .	45	2.44	20,332
Post Office . . . . .	3,937	34.57	1,363,348
Privy Council Office . . . . .	1	1.53	143
Public Archives . . . . .	1	1.86	881
Public Service Commission . . . . .	2	0.90	674
Public Works . . . . .	263	15.82	185,285
Regional Economic Expansion . . . . .	49	14.98	23,345
Royal Canadian Mounted Police . . . . .	34	7.92	11,099
Secretary of State . . . . .	2	0.98	1,113
Senate . . . . .	2	5.25	592
Solicitor General . . . . .	2	25.40	0
Supply & Services . . . . .	61	3.20	18,283

## A. Public Service Departments (continued)

Agency	No. of Disabling Injuries(1)	Disabling Injury Frequency Rate	Total Direct Costs(2)
Transport —			
Administration . . . . .	4	2.71	3,157
Air Services . . . . .	225	9.69	98,643
Marine Services . . . . .	305	25.09	157,747
Treasury Board . . . . .	1	1.19	159
Unemployment Insurance Commission . . . . .	34	3.34	19,226
Veterans Affairs . . . . .	342	16.21	125,385
<b>TOTAL . . . . .</b>	<b>8,748</b>	<b>18.18</b>	<b>3,605,359</b>

## B. Government Agencies Not Subject to Treasury Board Occupational Safety Policy

			\$
Atomic Energy of Canada Limited . . . . .	51	10.60	22,997
Canadian Arsenal Limited . . . . .	10	7.79	4,024
Canadian Broadcasting Corporation . . . . .	151	8.13	67,850
Canadian Government Exhibition Commission . . . . .	7	13.29	3,505
Canadian Overseas Telecommunications Corporation . . . . .	4	2.62	862
Cape Breton Development Corporation . . . . .	1,869	233.62	852,779
Central Mortgage & Housing Corporation . . . . .	22	4.28	11,618
Defence Construction (1951) Limited . . . . .	7	9.46	1,224
Defence Research Board . . . . .	63	14.31	27,998
Eldorado Nuclear Limited . . . . .	83	44.84	40,855
Farm Credit Corporation . . . . .	1	0.81	595
Freshwater Fish Marketing Corporation . . . . .	4	24.32	968
International Pacific Halibut Fisheries Commission . . . . .	1	82.65	237
International Pacific Salmon Fisheries Commission . . . . .	0	0.00	33
National Arts Centre . . . . .	1	3.67	148
National Film Board . . . . .	10	4.95	4,399
National Harbours Board . . . . .	138	43.30	56,643
National Research Council . . . . .	44	6.60	14,717
Northern Canada Power Commission . . . . .	21	32.93	7,676
Northern Transportation Company Limited . . . . .	43	53.94	23,998
Royal Commission on the Status of Women in Canada . . . . .	1	21.08	90
St. Lawrence Seaway Authority . . . . .	84	23.27	48,259
<b>TOTAL . . . . .</b>	<b>2,639</b>	<b>39.19</b>	<b>1,197,900</b>

(1) Prior to the fiscal year 1969-70, injury statistics published by the Accident Prevention and Compensation Branch for the Public Service of Canada were based on settled compensation claims. The number of disabling injuries are now determined from the claims received rather than from claims settled during the period.

For this reason, an allowance should be made when comparing these statistics with those produced by the departments themselves or with statistics for previous years produced by the Accident Prevention and Compensation Branch.

Some discrepancy may be found also between statistics based on the date of occurrence of accidents and those based on the date of the claim. These differences will generally be insignificant, however, because claims are normally submitted promptly.

(2) Direct costs include the costs of medical treatment, injury leave, compensation and the capitalized cost of pensions awarded for permanent disabilities. Estimated costs have been used for claims that were not completed at the time the report was compiled. Non-injury costs, such as property damage and loss of material, are not included and no allowance is made for indirect costs such as lost production and the adverse effect of accidents on worker morale.

**TABLE 2**  
**Accident Claims Reported in 1969-70, by Province and Type of Claim**

	Minor Injuries	Disabling Injuries			Fatal	Disallowed	Total
	First Aid and Medical Aid	Compensation	Injury Leave	Permanent Disability			
Newfoundland . . .	105	22	72	—	1	9	209
Prince Edward Island	38	11	42	—	2	—	93
*Nova Scotia . . . .	1,308	1,989	587	2	6	16	3,908
New Brunswick . . .	358	27	269	—	—	13	667
Québec . . . . .	2,027	256	2,092	—	1	20	4,396
Ontario . . . . .	4,449	403	3,304	—	5	208	8,369
Manitoba . . . . .	461	73	405	—	2	9	950
Saskatchewan . . . .	440	152	244	—	—	5	841
Alberta . . . . .	656	107	660	—	—	23	1,447
British Columbia . .	1,423	137	613	—	1	31	2,206
Yukon & N.W.T. . .	337	93	81	—	3	—	514
Total . . . . .	11,602	3,270	8,369	2	21	334	23,598

\*Includes claims from Cape Breton Development Corporation.

**TABLE 3**  
**Compensation Disbursements and the Federal Government's Share of Administration Expenses by Provinces**

	Compensation Disbursements 1969-70	Administration Expenses for Year 1969	Total
	\$	\$	\$
Newfoundland . . . . .	53,423	5,816	59,239
Prince Edward Island . . . . .	31,751	3,275	35,026
Nova Scotia* . . . . .	1,470,714	138,094	1,608,808
New Brunswick . . . . .	134,883	20,618	155,501
Québec . . . . .	952,222	188,636	1,140,858
Ontario . . . . .	1,334,430	172,773	1,507,203
Manitoba . . . . .	125,315	11,766	137,081
Saskatchewan . . . . .	204,047	32,505	236,552
Alberta . . . . .	506,724	53,496	560,220
British Columbia . . . . .	449,976	99,691	549,667
Payments respecting employees locally engaged outside Canada . . . . .	1,351		1,351
Total . . . . .	5,264,836	726,670	5,991,506

\*Includes Cape Breton Development Corporation.



**TABLE 4**  
**Merchant Seamen Compensation Act, Statistical Summary**

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1945-65	—	—	961	669	122	83
1965-66	36	2,300	22	16	2	2
1966-67	37	2,350	25	23	2	2
1967-68	33	2,300	37	33	2	2
1968-69	35	2,400	23	22	3	1
1969-70	37	2,450	28	26	1	1

## INDUSTRIAL PENSIONS AND ANNUITIES

The sale of government annuities began on September 1, 1908, with the enactment of the Government Annuities Act. The Act provides for the sale of deferred and immediate annuities to Canadians, either individually or under the terms of an employer pension plan.

The active promotion of the sale of government annuities was discontinued in December 1967 because of the many means now available to the public to save for old age and the increased government provision for old age security. Annuities continue to be available on request, however, and existing contracts are in no way affected by the decision to curtail sales. Five regional offices, at Vancouver, Winnipeg, Toronto, Montreal and Moncton, provide service on existing contracts. The offices at Edmonton, London and Halifax were closed during the year.

The number of new individual contracts issued during the year consisted of 299 deferred annuities (approximately 65 per cent of which were replacement contracts) and 59 immediate annuities. There were no new group contracts issued during the year, but 728 new employees were registered under existing group contracts. Although the number of new employees registered under group contracts continued to decline, there was an increase of more than 5 per cent in retirements during the year and a corresponding increase in death benefit payments.

The volume of individual contracts maturing has increased steadily through the 1960's. The rate of increase in 1969-70 was 15 per cent. In 1968-69 it was 14 per cent and in 1967-68 it was 5 per cent. It is expected that the volume of maturing contracts will increase somewhat from year to year for the next ten years or so.

For the first time the total number of annuity cheques issued exceeded one million in a year.

About 17,300 persons paid \$7.1 million into their Registered Retirement Savings Plans for the 1969 tax year. Some 2,200 of these, with a value of slightly more than \$1.1 million, were registered also for Québec income tax purposes.

With the reduction, in January 1970, to 65 of the eligible age for the receipt of Old Age Security, the number of requests for integration of annuities with Old Age Security continued to decrease. There were 2,044 annuities that reduced during 1969-70 under the reducing annuity option.

The project to obtain certificates of identity of all those receiving annuity payments was continued during 1969-70 and approximately 18,000 confirmations of existence were received during the year, bringing the total to date to 46,000. This project will be continued until all annuities under payment have been covered.

During the year a quinquennial mortality study covering the period 1963-68 was carried out. This was the fifth such study undertaken since 1943. The results of the study indicated:

1. The longevity of individual annuitants continues to increase.
2. The longevity of male pensioners has increased little if any.
3. The 1957 mortality basis provides a margin of safety, and this margin seems more than necessary for male lives.
4. If government annuities were being actively sold, a reduction of premiums for male lives would have to be considered.

*Financial Statement* — The financial statement for the year is shown in Table 1. The premium income decreased by \$2.0 million from that of the previous year. Cash disbursements exceeded the premium income by \$54.2 million. The interest required was \$51.1 million, and the account decreased by \$3.6 million. The surplus transferred to the Consolidated Revenue Fund was slightly over \$400,000. This is the tenth consecutive year that the Annuities Account has generated a surplus. The number of deaths decreased to 4,673 from 4,850 in the previous year. There were 10 annuitants who were 100 years of age or older at valuation date. The oldest was age 105. Table 2 shows the valuation summary.

*Statistics* — At the end of the year there were 169,334 persons covered under 1,110 pension plans, of whom 105,187 were employees at work and 64,147 held paid-up deferred pensions by reasons of termination of service before retirement age or discontinuance of the pension plans. There were 73,014 individual deferred annuity contracts in force. About 90,000 persons were receiving annuities under 108,839 contracts and certificates, in payment of which 1,033,098 cheques were issued. There were 3,547 refund cheques issued. During the year, 4,857 employees retired on pension and 3,712 individual contracts matured for payment of annuities.

Table 3 provides a history of the number of annuities sold and the purchase money received.

Order in Council P.C. 1970-570 dated March 27, 1970, passed pursuant to the Public Service Rearrange-

ment and Transfer of Duties Act, authorized transfer of the administration of the Government Annuities Act from the Department of Labour to the Unemployment Insurance Commission to take effect April 1, 1970.



**TABLE 1**  
**Government Annuities Account for the Year ended March 31, 1970**

<b>ACCOUNT</b>	
Account, April, 1969 . . . . .	\$1,324,634,791.00
Additional Amount To 1968-69 Account . . . . .	4.63
Disbursements, 1969-70, less receipts . . . . .	3,153,384.48
Less transfer to Consolidated Revenue Fund . . . . .	487,777.15
Account, March 31, 1970 . . . . .	\$1,320,993,634.00
<b>LIABILITIES</b>	
Valuation of annuities outstanding . . . . .	\$1,320,993,634.00
<b>RECEIPTS</b>	
Immediate annuities . . . . .	\$ 392,046.20
Deferred annuities . . . . .	12,503,807.83
Unclaimed annuities recovered from Consolidated Revenue Fund . . . . .	26,541.38
Interest to March 31, 1970 . . . . .	51,091,551.47
Total . . . . .	\$ 64,013,946.88
<b>DISBURSEMENTS</b>	
Vested annuities . . . . .	\$ 59,513,765.50
Commuted values . . . . .	565,468.65
Premiums returned with interest (including instalment death benefits) . . . . .	6,510,275.43
Premiums returned without interest . . . . .	292,677.56
Employee withdrawal payments (Pension plans) . . . . .	120,475.13
Individual withdrawal payments . . . . .	36,341.32
Unclaimed annuities transferred to C.R.F. . . . .	128,327.77
Total . . . . .	\$ 67,167,331.36
Disbursements less Receipts, 1969-70 . . . . .	3,153,384.48
Total . . . . .	\$ 64,013,946.88

**DISTRIBUTION**

Interest Rate	Account at 31/3/70	Surplus transferred to C.R.F.
3 %	\$ 78,394,878.00	\$ 50,314.78
3½ %	174,485,888.00	—43,446.99
4 %	988,267,942.00	—941,734.40
5 %	69,497,817.00	1,144,423.94
5¼ %	10,033,369.00	192,112.17
*No interest	399,864.00	—
Total	1,321,079,758.00	401,669.50

\*Death benefits on deposit being paid in instalments.

**TABLE 2**  
**Valuation March 31, 1970, of Annuity Contracts and Certificates**

Classification	Number	Amount of Annuity	Present Value of Annuities in Force
Vested:			
Males, ordinary annuities . . . . .	25,310	13,517,458	94,471,954
Females, ordinary annuities . . . . .	25,501	11,340,895	97,816,629
Males, guaranteed annuities . . . . .	29,626	17,429,228	186,906,019
Females, guaranteed annuities . . . . .	13,520	6,671,223	87,300,369
Reducing at Old Age Security Age . . . . .	4,890	5,450,073	31,989,296
Last survivor ordinary . . . . .	2,842	1,585,643	18,039,694
Last survivor guaranteed . . . . .	294	145,276	2,020,329
Annuities certain . . . . .	4,714	2,974,391	11,012,091
Temporary annuities . . . . .	2,184	645,606	2,673,203
Total vested . . . . .	108,881	59,759,793	532,229,584
Deferred contracts and certificates . . . . .	242,348		788,347,387
Death benefits by instalments . . . . .			399,864
Advance premiums . . . . .			14,949
Cheques due on suspended annuities . . . . .			87,974
Totals . . . . .	351,229		1,321,079,758

**TABLE 3**  
**Number of Individual Annuity Contracts and Certificates Issued, and Net Premium Receipts**

Year Ended Mar. 31	Individual Contracts Issued	Group Certificates Issued	Total Contracts and Certificates Issued	Net Premium Receipts
1909-65 . . . . .	212,101	324,940	537,041	\$1,408,936,697.61
1966 . . . . .	3,143	1,979	5,122	27,114,362.75
1967 . . . . .	2,245	1,172	3,417	21,512,629.26
1968 . . . . .	1,232	1,058	2,290	18,168,892.70
1969 . . . . .	461	942	1,403	14,682,438.02
1970 . . . . .	358	728	1,086	12,895,854.03
Total	219,540	330,819	550,359	\$1,503,310,874.37

## WOMEN'S BUREAU

Both internationally and nationally, the year in review was a particularly active one for the Women's Bureau. Internationally, the Director of the Bureau was named Canadian delegate to the United Nations Commission on the Status of Women, of which Canada was elected a member during the year, and attended the Commission's 23rd Session, in Geneva. She was appointed a member also of the ILO Panel of Consultants on the Problems of Women Workers. Nationally, there was continuing evidence of public interest in the Bureau, undoubtedly coinciding with the growing awareness of the problems facing women as a result of rapidly changing social conditions and the growth of women's protest groups across the country.

The Bureau took an active part in conferences, annual meetings, workshops and similar gatherings concerned with human rights, the status of women, the provision of facilities for working women such as day-care centres, the study of labour legislation and problems pertaining to women in employment.

An active public relations program was maintained through speeches and papers delivered to a wide variety of audiences including trade unions, industrial management groups, voluntary agencies and similar audiences.

Because of limited staff, visits to the provinces were restricted but contact was maintained with provincial governments.

Initial steps were taken to establish an Interdepartmental Research Committee on problems relating to women, to provide a focal point for research activities conducted by federal departments.

The Bureau continued to provide informational material both nationally and internationally and produced two new publications: *Working Mothers and Their Child-Care Arrangements* and *Women's Bureau '69*.

The Bureau sponsored a radio advertising campaign to publicize the provisions of the Female Employees Equal Pay Act. The campaign evoked a heavy response from the public, indicating a growing awareness of existing legislative provisions relating to the employment of women.



# RESEARCH AND DEVELOPMENT PROGRAM

The Research and Development Program is concerned with a broad program of studies concerning rates of pay and conditions of employment, various aspects of labour economics and industrial relations and the provisions of labour law. It is divided into four units: the Economics and Research Branch, the Legislation Branch, and International Labour Affairs Branch, and the Library Services. A fifth Branch, Special Services, was discontinued during the year, its responsibility for departmental emergency planning being transferred to the International Labour Affairs Branch and its responsibility for the policy aspects of transitional assistance benefits for displaced employees in the automotive industry being transferred to the office of the Director-General, Research and Development.

In the course of the year, the latter officer appeared, on behalf of the Department, before the Special Senate Committee on Science Policy and the Special Senate Committee on Poverty, in order to present information available to the Department that was relevant to their concerns.

## ECONOMICS AND RESEARCH BRANCH

As the major research arm of the Department, the Economics and Research Branch is responsible for providing a research and statistical development service for the use of departmental and other government policy-makers and administrators, labour, management, educators, and the general public. During the year under review, the functions for the Branch were divided into three main areas: Statistical Development, Policy Research, and Program Support Research.

Several members of the Branch served on various departmental and interdepartmental committees and presented papers at university, management and labour conferences. As in past years, a member of the staff of the Surveys Division served as secretary of the Statistics and Research Committee of the Canadian Association of Administrators of Labour Legislation. The Director served as chairman of the same committee.

The Branch participated actively in the National Tripartite Conference on Industrial Relations. Of the four discussion papers prepared for the Conference,

three were co-ordinated by members of the Branch. These three members served also as secretaries to the syndicates during the three-day Conference.

## Statistical Development Area

The Statistical Development Area is responsible for the Department's statistical activities, including the surveys of occupational wages, working conditions, labour costs, accidents, work stoppages, labour organizations, major collective bargaining settlements, contract analysis, and the analysis of collectively bargaining wage developments.

## Collective Bargaining Division

The Collective Bargaining Division maintains the most extensive library of collective agreements in Canada. All expiring agreements are reviewed and new agreements acquired so that the collection is current at all times. The collection of agreements serves as the basis for compilation and analysis of information on negotiations and settlements covering bargaining units of 500 or more employees, excluding those in the construction industry. As well as providing a variety of information to unions, managements, universities, and the general public, the Division provides information and research facilities to other branches of the Department as well as to other departments and government commissions. The maintenance of the library of collective agreements for analysis requires frequent liaison with provincial bodies as well as industry and organized labour.

The terms of collectively bargained settlements are reported upon in the monthly *Collective Bargaining Review*.

In co-operation with the Ontario Department of Labour, a monthly publication, *Collective Bargaining Settlements in Ontario*, has been commenced. Settlements covering bargaining units with 200 or more but less than 500 are analysed by the province, and the Division supplies the same information for units with 500 or more employees.

As well as terms of settlements, the *Collective Bargaining Review* contains extensive and detailed information concerning wage development statistics. During the year, the methodology for the preparation of wage development statistics was reviewed. This

information, which appears as *A Note on Wage Developments in Major Collective Agreements*, is prepared quarterly, and distributed separately, on request.

Two concurrent series are issued for the wage development data. The first shows the change in base rates for all agreements under review, tracing the increases in the average of base rate wages, in index form, that are a result of new settlements as well as deferred increases. The second displays the changes in base rates as a result of the settlements during the quarter under review. The data are presented in a variety of ways so as to meet the needs of a variety of users. After the review of methodology was completed, the series was revised and enlarged so that comparable data are available from 1965 to the current date.

During 1969-70, a Standard Coding Plan for Analysis of Collective Agreements was adopted. This plan was implemented only after extensive consultations and liaison over the past two years with provincial governments and interested parties in the academic field, and in labour and management. Completion of the plan, and of the computer program, has led to the coding of all major agreements. The production of required analyses as well as major, in-depth studies have begun. Utilizing the new format, one publication was released entitled, *Provisions in Major Collective Agreements in Manufacturing Industries*.

In December 1969, the *Calendar of Expiring Agreements, 1970* was published. This covers all industries with the exception of construction. The information is cross-tabulated by month, province and jurisdiction, as well as by industry. This annual publication is widely distributed throughout Canada.

During the year, discussions took place with representatives of the construction industry, and a reporting and statistical series based on construction collective agreements will begin early in 1971.

#### **Labour Organizations and Labour Disputes Division**

The Labour Organizations and Labour Disputes Division carries on survey and research activity in the fields of trade union membership and structure, and work stoppages resulting from industrial disputes. The information collected and compiled is used extensively by governments, unions, employers, universities, researchers and the general public. It is made available in the form of press releases, in annual publications, in *The Labour Gazette*, in monograph form and as special compilations prepared in response to specific requests.

Two regular surveys of labour organizations are conducted in January. One is directed to the headquar-

ters of labour unions operating in Canada and the other sent to union locals known to be operating in Canada on the survey reference date.

The headquarters survey yields overall data on union membership, affiliation, number of locals, names and addresses of principal officers, the regional structure of the union, name and periodicity of its publication, where applicable, and an up-to-date list of the secretaries of all locals. This survey provides the basic information for the annual publication *Labour Organizations in Canada*, a reference manual containing basic statistics on the Canadian labour movement.

The separate survey of some 10,000 union locals makes it possible to provide information on union membership by industry, by province and locality. The principal results of the January 1969 survey were published in the March 1970 issue of *The Labour Gazette* under the title 'Union Membership in Canada by Industry and Area, 1969'. More detailed breakdowns of the statistics obtained in the survey of locals are made available to the provinces.

The Division carried on a continuing analysis on a national scale of work stoppages resulting from industrial disputes. Public dissemination of information on work stoppages includes a monthly press release giving summary data for the previous month and comparative figures for the same month in the previous year. *The Labour Gazette* contains, each month, preliminary statistics on the characteristics of work stoppages. The annual publication, *Strikes and Lockouts in Canada*, gives extensive statistical coverage of the characteristics of work stoppages occurring in the latest calendar year with a textual review indicating the significant aspects of the statistics.

A study entitled *Union Growth in Canada, 1921-1967*, consisting of a series of charts, tables and text illustrative of the more significant changes in union membership during this period by major variables, was completed during the year; it will be published in 1970-71. Additional historical analysis of union membership trends by region is being carried on as a supplementary project.

The first in a series of studies of union structure and government was completed during the year and is expected to be published in 1970-71. This study, dealing with union financing arrangements, was based on a detailed examination of the relevant provisions of constitutions of unions operating in Canada. Further developmental projects dealing with other aspects of union structure and government are in the planning stage.



Work proceeded during the year on the further application of computerized methods for producing strike statistics. It is expected that maximum use of the computer to process work stoppage data will be achieved in the early part of 1971.

The Division also responded to a considerable number of requests for information from many sources and carried out its function of making available for inspection returns filed by labour unions under the provisions of the Corporations and Labour Unions Returns Act.

### Surveys Division

The major responsibility of the Surveys Division is to collect and disseminate information on occupational rates of pay and on working conditions of employees in Canadian industry. It conducts special surveys also on specific subjects and, jointly with the Dominion Bureau of Statistics, participates in an annual survey of selected employer labour costs. In addition, it compiles quarterly and annual data on industrial fatalities and work injuries in Canada.

The survey of wage rates, salaries and hours of labour is conducted annually on October 1, by means of a questionnaire mailed to more than 30,000 employers generally having 10 or more employees. The survey covers most industries, regions and major cities in Canada and information on numbers of employees and rates of pay is obtained for more than 1,000 different occupations. Preliminary results are released before all the survey forms are returned and are intended to improve the timeliness of the information. Final results are released first in loose-leaf form as a public subscription service and later in the form of a 400-page bound volume under the title *Wage Rates, Salaries and Hours of Labour*.

The results of the wage rate survey are also regularly used to meet the special needs of many governmental and private agencies. In 1969, as in previous years, data were provided as part of co-operative survey arrangements to several provincial governments.

The survey of working conditions was conducted April 1, 1969 among the same employers as the wage rate survey. This provides measures of the incidence of selected conditions of work and their characteristics, by Canada, province, and industry. The results are published in the annual report, *Working Conditions in Canadian Industry*.

The survey of selected employer labour costs conducted jointly with DBS, covered manufacturing in

1967 and 1968, and mining in 1969. A pilot survey covering transportation, communication, and other utilities was also carried out in 1969. Comprehensive reports based on 1967 and 1968 have been released. The report on mining is being prepared.

During the year, the Division assisted in a survey of the distribution of wages and salaries in industries under federal jurisdiction in labour matters for use in the Operational Research Division. A pilot study of the distribution of wages for 23 industries in Ontario was also carried out, in co-operation with the provincial Department of Labour.

In 1969, the chief of the Division conducted an assessment of Surveys Division programs. The assessment program examined in detail the effectiveness of the activities of the Surveys Division in meeting the needs for labour statistics information of the general public, federal and provincial government agencies, management and labour unions. This assessment is being followed by a project to update the system design, which includes intensive consultations with the main users of labour statistics.

### Policy Research Area

The Policy Research Area is responsible for long-range research on problems in industrial relations and wage determination with a view to increasing understanding of the Canadian industrial relations system and its impact, clarifying the role of the Department, and identifying new policy directions and initiatives.

### Industrial Relations Research Division

The Industrial Relations Research Division is responsible for long-term research and shorter-term analysis into industrial relations problems that are of direct relevance to the Department. The specific projects are designed to establish and maintain a sound basis for assessing the relationship between industrial relations and national and social objectives.

Work has continued on the main projects referred to in last year's report. The study of postwar trends in the structural aspects of collective bargaining in Canada has been abbreviated to produce current data more quickly, and a book of tables and charts showing the type of negotiating units, the stage at which negotiations ended and the duration of the resulting collective agreements is now in an advanced stage of preparation. The statistical record of Canadian strike behaviour in the postwar period, containing data not hitherto published, is similarly in an advanced stage.

Long-term projects begun during the year include a study of the implications of rapid technological



change on industrial relations, of the impact of such change on workers and of their adjustment to a changing industrial environment. Work was begun also on the problem of developing more reliable measures of the impact of work stoppages, not only on the participants directly involved in industrial disputes but on the public as well.

During the year, members of the Division reviewed and evaluated research findings bearing upon a wide variety of industrial relations matters. These tasks included a review of literature on policy problems identified by the Task Force on Labour Relations, the publication of a handbook on current industrial relations research in Canada, and the completion of the study of industrial relations in the steel industry.

### **Wages Research Division**

The Wages Research Division was primarily concerned during the year with bringing to completion studies already under way and making preliminary plans for new studies.

Extensive revisions to historical data on hours of work were completed and tables were prepared that will soon be available upon request to persons engaged in social science research

The first draft of a study of differences in the skill mix in the production worker labour force of certain Canadian and United States manufacturing industries was completed. One reason for carrying out such a study is to ascertain whether any of the differences in wages of Canadian and United States workers might result from differences in levels of skill. This study complements the previous comparison of Canadian and U.S. wages, *Wages in Canada and the U.S.—An Analytical Comparison*.

The first draft of a study of productivity and unit labour costs in 25 manufacturing industries was finished. Before preparing this study for publication, some of the data will be brought up to date.

Research into the transmission of wage change, which began toward the end of the previous year, gained momentum. A substantial quantity of data has been assembled showing the history of wage changes in various bargaining units consisting of parts of a specific firm or group of such firms in various industries. This historical information, called wage chronologies, will form an important basis of economic and statistical research into patterns of wage changes. Some theoretical groundwork for this research was laid during the year, but the analysis will not begin

until most of the chronologies have been completed, planned for the 1970-1971 fiscal year.

An article by the head of the Division, on 'Inflation, Wage Behaviour and Labour Mobility,' was published in the August 1969 issue of the Laval University quarterly review, *Industrial Relations*.

During the year the Division staff maintained close contact with economists and other social scientists at Canadian universities interested in labour economics and industrial relations. Contacts initiated in the previous fiscal year are being developed so as to encourage as much research co-ordination as possible between the Canada Department of Labour and the universities.

### **Program Support Research Area**

The Program Support Research Area is responsible for research information to support the operational activities of the Department in the fields of dispute settlement, women workers, labour standards, fair employment practices, labour-management consultation, safety and international labour affairs.

### **Federal Industries Division**

The Federal Industries Division is responsible for the development of comprehensive research programs to provide economic, statistical and industrial relations data for each industry under federal jurisdiction. This research is primarily oriented toward providing information for the conciliation and mediation functions of the Department. Other operational and policy requirements are also met with regard to each industry.

During the year, the Division conducted a number of studies and surveys in the fields of air transportation, banking, communications, longshoring, railroads, trucking, and shipping. The Division studied also the economic impact of a number of major strikes that occurred during the year. In response to a request by the Departmental Working Party on Hours of Work, a survey on hours of work provisions in collective agreements under federal jurisdiction was conducted. A similar survey on paid annual vacations provisions was completed near the end of the fiscal year.

With the appointment of the five industry specialists by the Conciliation and Arbitration Branch, the Division's work load increased. The Division's industry research officers were called upon to provide more specialized, as well as regular support to them in a number of major industries such as railways, longshoring and air transport. The research support is continuous in nature, and its aim is to identify and assist in

the identification and solution of problems or potential disputes before open conflict occurs.

The Division was called upon to provide industrial relations and economic intelligence and studies to assist in the settlement of major and potential disputes. In conjunction with the above, the Division studied the economic impact of a number of major strikes that occurred during the year. In addition, continuous research was provided in the study of the Job Security and Technological Displacement Funds in Montreal, Trois-Rivières, and Québec City (Shipping Federation of Canada and the International Longshoremen's Association).

Canada's participation in an international survey undertaken by the International Labour Organization on the conditions of employment and service of air traffic controllers was co-ordinated in the Division.

### **Operational Research Division**

The former Special Projects Division was reorganized in July 1969 as the Operational Research Division. The main purpose of the Division is to provide socio-economic and statistical research service to the various branches of the Department in order to assist them in fulfilling their operational, legislative and policy functions.

Extensive research on the impact of the Canada Labour (Standards) Code was conducted in the Division. The results of an assessment of the impact of the present minimum wage on employment and wage structures of federal industries for the four years, 1965-1969, are expected to be available during the next fiscal year. Members of the Division assisted in developing criteria and conducted extensive research for the proposed revision of the federal minimum wage. It also participated in and provided basic research for a number of working parties considering changes and additions to the existing Code, such as, the Minimum Wage Committee, the Working Party on Hours of Work, the Maternity Leave Committee, and the Fair Employment Practices Committee. The Division participated also in the interdepartmental committee concerned with developing national statistics on accidents and injuries.

The results of other completed projects to be released during the next fiscal year are:

The first, dealing with data from the survey of wages, working conditions and employment in industries under federal jurisdiction, will be released in two parts covering 1965 to 1967 and 1968 to 1969;

Second, a bibliography of present research on the topic of discrimination in employment, designed as a preliminary review of the nature of the problem in this field;

Third, a study of child-care facilities in Canada based on survey data derived from DBS (completed for the Women's Bureau).

The Division chief presented a paper entitled 'Comparative Evaluation of the Three Systems of Establishing Labour Standards' to the Statistics and Research Committee of C.A.A.L.L.

### **Economic Analysis Unit**

The Economic Analysis Unit continued to serve its main responsibility of providing analyses of general economic movements (mainly for Department use), including policy developments at the national level. Particular emphasis is placed on those activities that will have an impact on the programs of the Canada Department of Labour.

### **Inquiries Section**

The main responsibility of the Inquiries Section is to answer requests for information from the general public concerning publications and research work completed by the Branch. The section functions also as a central source of information for internal communications and interdepartmental exchanges.

Another function of the Inquiries Section is to prepare specialized material for the International Labour Organization. Annual material provided included a submission for the *ILO Yearbook of Labour Statistics* and statistics compiled on wage rates and standard hours of work for the June issue of the *Official Bulletin*. Material was also provided for various ILO industrial committees.

The Inquiries Section co-ordinated the Department of Labour's submissions to the *Canada Yearbook* and the *Canada Handbook*.

### **Department of Labour-University Research Program**

The Economics and Research Branch continued to administer the Department of Labour-University Research Program. The program supports research in the economic, industrial relations, social and other aspects of labour. Grants are awarded to graduate students, university faculty members, and others possessing research qualifications, meeting certain citizenship and residency requirements. During the year, 14 grants totalling \$30,590 were awarded under the program.



## INTERNATIONAL LABOUR AFFAIRS

For the International Labour Affairs Branch the highlight of the period under review was the worldwide celebration of the 50th Anniversary of the International Labour Organization. The Branch played a major role in the event by organizing a comprehensive program of activities as Canada's contribution.

Founded in 1919, the ILO is unique among the specialized agencies of the United Nations in that it has been established on a tripartite basis as an international forum for discussion between governments, employers and workers. As a founding member, Canada has played an active part in the ILO. It was to familiarize Canadians with the work of this body, whose efforts are directed toward the promotion of peace through social justice, that the Branch arranged for publication of a wide range of articles, speaking engagements, an exhibition of archives and the issue of an ILO commemorative postage stamp.

The culminating point of the ILO year in Canada was the convening of a National Tripartite Conference in Ottawa from October 26 to 29. Two hundred and fifty representatives of federal and provincial Departments of Labour, employer and worker organizations, and leading figures from the academic and legal communities examined labour-management relations in Canada taking account of ILO standards and research. Specifically, the three-day conference dealt with labour standards, collective bargaining, the public interest in industrial disputes and technical assistance to developing countries.

The participants heard from three world-renowned authorities, Professor John Kenneth Galbraith of the United States, Louis Armand from France, and Professor Alan Flanders of Great Britain. The Prime Minister, the Right Honourable Pierre Elliott Trudeau, addressed the concluding banquet.

During the year, the Branch continued to co-ordinate all international responsibilities of the Department. Its principal activities concerned the ILO and especially its programs to improve living and working conditions, to set labour standards, to develop technical co-operation, and to promote employment throughout the world.

### Conference and Aid Division

Arrangements were made for Canadian tripartite delegations to 14 ILO meetings during the year. These meetings were held in Geneva except for the Preparatory Technical Maritime Conference, which was held in Genoa, Italy. The Director of the Branch attended

the Third African Regional Conference, in Accra, as a representative of the ILO Governing Body. Several Canadians attended the International Congress on Occupational Safety and Health organized to commemorate the ILO's 50th Anniversary.

There were also Canadian Representatives at two OECD Manpower and Social Affairs sessions in Paris, and at an OECD meeting of the Working Party on Employment of Older Workers.

The 53rd ILO Conference in June 1969 saw nearly 1,400 delegates from 116 countries adopt three international instruments. First consideration was also given to three draft Conventions on holidays with pay, minimum wages and special youth employment. For the first time the Conference adopted a biennial budget.

The Conference celebrated officially its 50th Anniversary on June 19. A number of prominent international figures, including U Thant, Secretary General of the United Nations Organization, and His Holiness Pope Paul VI addressed the Conference.

The ILO Governing Body, of which Canada is a continuing member, met three times. A Canadian worker representative was elected member of the Governing Body and a Canadian employer representative elected as deputy member.

The committees on Chemical Industries, Iron and Steel, Leather and Footwear met during the year and Canada was represented by tripartite delegations at each meeting.

In the fiscal year, grants were made to the International Advanced Training Centre at Turin and to the International Institute for Labour Studies.

The Branch, in consultation with other interested departments, formulates the Canadian Government's position on technical assistance questions at ILO meetings and analyses and assesses ILO programs in this area. It also advises on Canadian technical assistance programs in the labour field and helps, as required, to administer training programs for trainees to study labour administration in Canada under the auspices of the Canadian International Development Agency agreements and ILO fellowship programs. Several ILO trainees from the Middle East, Africa, the Caribbean and Latin America were provided with training programs in Canada during the year. A trainee from Peru studied safety and health in Canadian mines for three months.

A total of 12 trainees on ILO fellowship programs from all parts of the world were provided training



programs of approximately one month. Several foreign visitors were received by the Branch during the course of the year.

### Studies Division

This Division, established in 1967, continued its long-range analyses of various ILO Conventions considered most relevant to Canada, comparing the requirements of such Conventions with relevant federal and provincial legislation, with a view to clarifying the degree of implementation within Canada of these international standards, and indicating what further action would be required to achieve full compliance with and eventual ratification of ILO Conventions by Canada. Draft studies of a number of Conventions were prepared for publication in 1970.

In connection with the National Tripartite Conference, the Studies Division prepared background papers containing an analysis of 23 ILO Conventions considered to be most relevant to labour standards in Canada, indicating the degree of their implementation in Canada, and a paper entitled *Constitutional Aspects of Ratification of ILO Conventions*. The Division contributed to the preparation of other documentation submitted to the Conference.

The Division was involved in federal and provincial consultation concerning the preparation of Canadian policy positions regarding technical items for the agendas of forthcoming ILO Conferences, including replies to ILO questionnaires and instructions to the Canadian government delegates.

Reports were prepared for the ILO on the implementation of Conventions ratified by Canada and certain periodical reports on the implementation of other ILO Conventions and Recommendations, as required under ILO Constitution.

### Labour Counsellors

Labour Counsellors continued to be assigned to the Canadian Embassies in Washington, London and Brussels.

### Other Activities

The International Labour Affairs Branch looks after a variety of matters that have international implications. The Branch advises the Department of External Affairs and other departments on subjects within the scope of this Department that may arise in the United Nations or other specialized agencies such as UNESCO. It also participates in the co-ordination of Canadian government policy in such areas.

The Branch develops information as background for policy at international meetings, as a basis for policy formulation within Canada, and in response to inquiries from various organizations and agencies within Canada. In general, any inquiries, reports, resolutions and other documents with international connotations pertaining to the work of the Canada Department of Labour are referred to the Branch.

### LEGISLATION

The Legislation Branch carried on its regular research program in the field of labour law. It continued to provide information and advisory services to the Department, and through its publications, regular reporting in *The Labour Gazette* and preparation of material in response to specific inquiries, it made available to a wide audience information as to the extent, substance and effect of the labour laws of Canada and other countries.

During the year members of the Branch participated in the work of a number of working groups set up to review legislation for which the Department has administrative responsibility.

As in previous years, the Branch supplied information on the labour laws of all Canadian jurisdictions to a number of national and international bodies. These included the Canadian Association of Administrators of Labour Legislation, the International Association of Governmental Labor Officials, the International Association of Industrial Accident Boards and Commissions, the International Social Security Association, the U.N. Commission on Human Rights and the International Labour Organization.

*Publication Program* — Through its series, *Current Reports on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures*, the Branch brought to the attention of government labour officials, labour and management groups, and other interested persons new developments in labour legislation in the 1968-69 legislative sessions. Three reports were issued setting out the underlying purpose, scope and substance of all labour Bills introduced, including private members' Bills, and tracing their legislative history. The preparation of the reports is made possible through the courtesy of the provincial legislatures in supplying copies of their Bills, votes and proceedings.

Five articles were prepared for publication in *The Labour Gazette* (December 1969; January, February and March 1970) providing a detailed review of the principal enactments of the year in the fields of labour

standards legislation, industrial training and apprenticeship, industrial safety, labour relations legislation and workmen's compensation. These articles were reprinted and issued as a separate publication entitled *Developments in the Enactment and Administration of Labour Laws in Canada, 1968-69*. The articles on workmen's compensation and labour relations legislation were made available as annual supplements to the Department's publications *Workmen's Compensation in Canada* and *Labour Relations Legislation in Canada*.

Significant new regulations were reported in *The Labour Gazette*.

The Branch carries on a continuing study of the decisions of the courts having a direct bearing on labour law. Selected cases of particular significance to employers and employees are reviewed in *The Labour Gazette* each month.

The Branch's annual publication *Labour Standards in Canada* was revised and updated to December 31, 1969. This publication contains, in addition to a review of the principal changes in laws and regulations in the labour standards field during the year, a description of the major provisions and standards set in 12 areas of federal and provincial labour standards law.

During the year three new Branch publications were received from the printer and became available for distribution.

One of these was *Workmen's Compensation in Canada*, a comprehensive study of the Canadian workmen's compensation system, describing the laws as they existed on December 31, 1967. A supplement covering changes in 1968 was included with the main publication. A further supplement was made available covering changes in 1969.

The second was a valuable reference work for persons with a special interest in industrial relations in Canada. Entitled *Labour Relations Legislation in Canada*, the book is a comparative study of the federal and provincial labour relations Acts in 1968. This material was updated by a supplement covering changes in 1969.

The third Branch publication was the study entitled *Judicial Review of Decisions of Labour Relations Boards in Canada*. This study describes the nature of labour relations boards, the authority given them by statute, and the grounds on which the courts will review and uphold or set aside board decisions.

A reference paper setting out provincial minimum wage rates was revised during the year.

*Reports and Memoranda* — As in previous years, the Branch received and dealt with many inquiries and requests for information on a wide variety of questions relating to labour law. Memoranda were prepared in response to specific inquiries or to meet special needs of the Department.

The Branch continued its regular service of preparing abstracts of significant new laws or regulations in the safety and health field for transmission to the International Occupational Safety and Health Information Centre of the International Labour Organization.

*Other Services* — A member of the Branch, serving as secretary-treasurer of the Canadian Association of Administrators of Labour Legislation (a continuing organization of the federal and provincial Departments of Labour), co-ordinated arrangements for the 1969 annual meeting of the Association, held in Québec City, September 7 - 10. The topics on the conference agenda included the role of government in labour-management relations; recent enactments in the labour relations field; and new trends in implementing legislation concerning the employment of women.

Effective November 15, 1969, the C.A.A.L.L. secretariat was transferred to the International Labour Affairs Branch of the Department.

## LIBRARY SERVICES

It was clearly stated in the annual report of the department for 1927 that the library collection would be available for research purposes to the general public, subject to the requirements of departmental officers. This policy had been recognized obliquely as early as the first annual report, for the period July 1900-June 1901: 'An interesting and useful part of the work of the department has been the establishment of a library of labour literature... It is hoped that this library may serve...to accumulate by degrees a store of material which will furnish original sources of information for the history of the industrial growth and development of Canada.' The library has continued to develop its resources for research, accumulating the most comprehensive collection in Canada on the subject of industrial relations and labour.

In addition to serving the departmental staff, the library provides an extensive service to other government departments, students and professors from universities and community colleges, researchers in industry and trade unions. Facilities for study are often crowded as students from Ottawa's two universities

and its community college complete essays and theses using the 70-year cumulation of material.

Publication of a weekly subject index to periodicals received is an important way the library has of keeping staff advised of current topics and ideas. Distribution of the index to organizations outside the de-

partment is growing.

There was a general increase in the use of library services during the year; to handle the increase, a redistribution of staff duties was carried out. Further services to the department and to users outside the department are being planned.



# SERVICE BRANCHES

## PLANNING, PROGRAMMING AND BUDGETING SYSTEM

The Task Force instituted in November 1968 to implement the adoption of a Planning, Programming and Budgeting System (PPB) for the Department continued its work in 1969.

A number of in-depth studies were made during the year and five interim reports covering various activities, particularly in the Employment Standards area, were completed. The reports produced useful discussions and served to clarify aims and objectives of these operating areas. They also served to highlight the need for a broader support research program and a more effective management information system. The studies will be continued in 1970-71.

## FINANCIAL AND MANAGEMENT SERVICES

Through the 1969-1970 fiscal period, the Branch continued its emphasis on improving the Department's data processing capability, the financial management reporting and control systems, methods of operations through 'Management Improvement' and on ensuring the effective utilization of its centralized general office support services.

### Financial Services

During 1969-70, refinements were developed and implemented for budgetary control procedures. A reporting system was developed and implemented to inform managers visually and verbally of their progress toward achieving forecast expenditures. Further refinements to this system will continue during 1970-1971.

A machine accounting system was developed during 1969-70 for implementation in 1970-71 to transfer handposted ledgers to mechanical recording.

With changes incorporated into the Financial Administration Act, the Financial Services Division assumed complete responsibility for pre-audit and commitment control.

### Office Services Division

The Materiel Services and Accommodation Sections co-ordinated the move to, and refurnishing of, the Department's new Montreal office in the National

Harbours Board Building. The new accommodation allows for the consolidation of the Department's operations in that city and provides complete mediation facilities.

In the Records Management Section, a microfilming servicing unit was introduced with readers and reader printers installed. Approximately 95,000 compensation case files were microfilmed, enabling the Department to destroy 80 cubic feet of records. Additional departmental records have been scheduled for retention or destruction.

In the Communications area, an additional telex machine was installed to handle the increased volume of messages.

In the spring of the year, the Transcribing Services Section developed and implemented training seminars for graduating students in the commercial field and conducted shorthand practice sessions for all departmental stenographers. The result was a general improvement in technical skills as evidenced by the fact that some stenographers won promotions through competition.

A survey of typing and stenographic services was conducted to determine the departmental workload and to establish an improved service throughout the Department.

### Data Processing Division

During the year, many new projects were undertaken. Some were completed and put into production, others were scheduled for production in early 1970. These projects cover Collective Agreements, Structure of Collective Bargaining, Collective Bargaining Review, Labour Standards, Mortality Study, Financial Provisions in Union Constitutions in both English and French, Rank Correlations on Wages, Wage and Salary Rate Survey in Establishments under federal jurisdiction, and an Information Retrieval System for Accident Prevention Reporting. Existing major productions were modified to reduce cost.

Certain equipment in the Operations Unit was replaced to increase speed and efficiency, a tape library was established and all data to be retained was placed on tape and stored for future reference.

A documentation system was established for both Operations and Systems and Programming to facilitate changes to production and to streamline production schedules.

### **Management Improvement Division**

One of the principal objectives achieved by the Management Improvement Division in 1969-70 was that of having managers and their subordinates devote more time to the matter of 'management improvement.'

A survey was conducted by the Division in the fall to assess the need for its services by all branch managers within the Department.

Five branches undertook a methods improvement program. The personnel of these branches were given the opportunity to participate in decision-making at their work level. By examining and analysing their work, these employees got a much better understanding of their branches' functions, enabling them to suggest improvements in the organization structure and to improve communication.

The Personnel Administration Branch introduced a new method for processing personnel files that will simplify the work of Personnel and Central Registry clerks. A new information system was designed to produce more meaningful data on personnel statistics to assist the Personnel Administration Branch and the Financial and Management Services Branch.

The Library has started a program of improvement in services for its customers. The Public Relations and Information Services Branch started an improvement program in the last quarter to improve its services to all branches.

### **PERSONNEL ADMINISTRATION**

The most significant undertaking of the Personnel Administration Branch during the year was the planning and implementation of the branch reorganization. A number of changes were made in an effort to provide an organization capable of coping with the multiplicity of activities now required of a personnel branch. In order to achieve a higher degree of co-ordination and integration of branch activities, a position was established of Manager, Staff Relations and Compensation. Manpower Planning and Staffing were reorganized to a limited extent and placed under the direction of a Manager.

Because of the acute problems concerning pay and benefits, a study was undertaken, with the assistance and co-operation of the Management Improvement Division, and as a result, an entirely new system of

personnel record keeping and staff pay procedures was designed and is presently in the process of implementation.

A cross-country visit to all field offices was undertaken by the new Director in company with the Acting Director of Financial and Management Services and the Chief of the Management Improvement Division. This activity is important to the maintenance and improvement of morale throughout the field offices. It is therefore planned to have the Manager of Manpower Planning and Staffing and Staff Relations and Compensation conduct a tour to all field offices.

In the area of Staff Relations, efforts were made and will continue to be made to establish and enhance sound staff relations policies and procedures in consultation with the representatives of the various bargaining agents represented within the Department.

### **Bilingualism**

Major steps were taken during the year to enable the Department to better service its public in the two official languages.

The Department adopted a long-range plan to implement the government policy on bilingualism. This plan calls for the identification of positions requiring a bilingual capacity and the testing of departmental employees who claim to be bilingual, moves that will enable the Department to meet the new language requirements and the bilingual staff targets set forth by the Public Service Commission in October 1969.

Some 35 employees attended courses offered by the Public Service Commission Bureau of Languages in both French and English. To facilitate language retention a language mini-lab was introduced and a series of French films were shown during off-duty hours to language students. A policy on the use of the official languages was issued in December and the groundwork has been laid for a better and improved translation service in the Department. Permanent simultaneous translation equipment was installed in the main conference room of the Department.

### **Classification and Compensation**

With the extension of the Department's authority to classify positions to groups of the Technical category, evaluation by committees of line managers, advised by classification officers, has become an increasingly important part of the classification process. Reorganization of the headquarters divisions of the Labour Standards Branch, of Financial Services and



of the Data Processing Division has resulted in major classification exercises in addition to the regular flow of classification requests.

In the non-delegated area, the main project has been the classification of five senior Industry Specialists for the Conciliation and Arbitration Branch.

Other activities have included a week-long course to train line managers in job evaluation for participation in classification committees (a representative of the local union attended the course as an observer), classification grievances, and participation in a central agency audit of the application of the Administrative Services Standard across the Public Service.

### Manpower Planning and Staffing

A system of Management by Objectives was introduced into the Labour Standards and the Public Relations and Information Services Branches during the previous year. An organizational climate review was conducted in these branches prior to the implementation of the system and a further review will be made during the next year. Development of a system of Management by Objectives for the other branches in the Department will be continued.

The Department has accepted delegation of staffing for the Administrative Category. Consideration will be given to the acceptance of further delegation this year, particularly in the Professional Category and in the senior levels of the Administrative Category.

The training division conducted management courses for junior supervisors, medium level and senior management, and induction seminars for new employees. Sixty-eight employees participated in the reimbursement of tuition program. The total amount of reimbursement paid by the Department was \$2,849. Total number of courses was 103.

### PUBLIC RELATIONS AND INFORMATION SERVICES

Throughout the year the Branch was involved in the improvement and expansion of its range of information services. This resulted in a partial reorganization of the Branch, including the implementation of mobility among information officers, aimed at both satisfying service requirements and assisting in the career development of the officers involved.

During the year, the Branch also took several initiatives designed to project audio-visual techniques into its publications and in its approach to media relations an understanding of the role of partnership

that the Department has undertaken in the industrial relations community.

One of the most significant physical expressions of this program was the development of a new symbol for the Department, which now appears on all official stationery, publications and press releases.

### Publications Program

*The Labour Gazette*, the most continuous departmental presence within the industrial relations community, underwent substantial physical changes to make it more attuned to modern tastes in typography and design. The modifications resulted from a readership survey completed during the previous year.

In the last quarter of the year, plans were being pursued to increase the circulation of *The Labour Gazette* by seeking new readers among selected audiences through a direct mail campaign and advertisements in all departmental publications as well as those of other Departments that communicate with publics interested in industrial relations problems. Average monthly circulation during 1969-70 was 15,792.

Another readership survey, begun the previous year, resulted in significant changes in both the presentation and contents of *Teamwork in Industry*, published by the Branch 10 times a year on behalf of the Labour-Management Consultation program. The circulation of this publication increased during the year from 41,500 to 45,500 copies monthly.

The first *Highlights* version of the departmental annual report was produced. Illustrated, and using modern graphic techniques, this publication provided a synopsis of the Department's main achievements and directions during the year.

For the second edition of the inventory of industrial relations research projects, introduced the previous year under the title *Labour and Industrial Relations Research in Canada—Progress Report*, the title was changed to *Industrial Relations Research in Canada* and the contents expanded to include entries for 89 research projects. A separate listing was made of studies undertaken under the auspices of the Prime Minister's Task Force on Labour Relations, and a list published of sources of federal government labour statistics other than the Dominion Bureau of Statistics.

The designation of the Chief of the Publications Division as Departmental Publications Officer, with department-wide responsibility, has resulted in an improvement in the currency of print material as well as in the improvement of the style, clarity and appearance of the whole range of departmental publications,



the production of all of which is handled by the Branch.

### Audio-Visual Promotion

Another significant push into more contemporary methods of reaching the public was made in the audio-visual field. A series of untraditional exhibits served the Department well at various industrial relations conventions. One effective example was the 'psychedelic' exhibit at the School Careers Expo in Ottawa. Before the end of the year, a totally new display using colour transparencies, sound accompaniment and a specially composed song on the theme of co-operation between labour, management, government and the public had been prepared, ready for use in its first exposure at the Canadian Labour Congress Convention in Edmonton scheduled for May 1970.

### Motion Pictures

Two new films, 'Challenge of Change' and 'A Matter of Survival,' dealing with technological change and employing cinematic techniques not usually associated with industrial relations film-making, were produced by the Department and are available through the facilities of the National Film Board.

### National Film Library

The Labour Film Library was revitalized under the name, 'National Industrial Relations Film Library,' with the close co-operation of the Canadian Labour Congress, the Confederation of National Trade Unions, The Canadian Manufacturers' Association and the National Film Board. At the close of the year the Library contained multiple prints of 33 titles in English and 12 in French. An advertisement placed in six labour and management publications produced hundreds of requests for information on the films and on the Library.

### Display Advertising

Three advertisements in support of operating programs were placed nationally in the print media. One dealing with collective bargaining stressed that federal mediation had kept a large number of workers from being on strike; another dealt with discrimination in employment; the third one concerned itself with safety at work. The response from corporations, unions and the public at large made it necessary to reproduce these advertisements as posters.

### General Information Service

Methods of dealing with inquiries from other Departments, the provincial agencies and the general public were streamlined. A series of booklets and broadsheets were prepared to answer repetitive questions about the Department, the labour movement and problems of industrial relations. Specific material was prepared to suit the needs of students, who are the source of most inquiries.

### Special School Liaison Program

The concern of so many of the young for industrial relations problems encouraged the Branch to institute a school liaison program aimed at reaching high school students through a series of articles written by respected scholars. Under the heading, 'Man and His Work,' eight articles were published in *Canadian High News*, which has a monthly circulation of 200,000. It was the first time that students--and high school teachers--had available to them appropriate material on industrial relations that avoided a bias toward either labour or management. The series was designed to fill a serious need for knowledge among those who are about to enter the work force. The series, a unique example of specialized communication by a federal department to one of the 'ignored' publics referred to by the Task Force on Information, has brought about several thousand requests for reprints. In consultation with provincial education authorities, plans were made in the last quarter to produce a bound edition of the articles for distribution to high school guidance counsellors and certain counsellors in the universities. Plans were also made to launch a second series in the forthcoming year.

### Media Relations

In October, 21 labour reporters of major Canadian dailies attended a two-day briefing at Ottawa during which they met the Minister and most of the officers of the Department in official meetings and private interviews. This project, apparently the first of its kind in the Public Service, was aimed both at giving the reporters a better insight into the objectives and operations of the Department and at helping develop a professional status for labour reporting.

'Labour News Headlines,' a daily summary of industrial relations stories in the press, was given a new masthead. At the request of regional officers, items from the East and West Coasts were included. Its circulation was extended to Members of Parliament, faculty members of the Industrial Relations Centres of universities, and labour reporters.

Traditional approaches to media relations were reflected in the issuance of 73 press releases in both official languages on a wide variety of departmental activities.

In addition, 14 speeches by the Minister and senior officers of the Department were produced in both languages. The Branch reproduced 71 reports of the Canada Labour Relations Board.

#### **Special Project**

From April to November, a major activity of the Branch centred on the National Tripartite Conference on Industrial Relations, convened in Ottawa, October

26-29, in honour of the 50th Anniversary of the International Labour Organization. A program of media relations was sustained during the seven months before the Conference in order to develop a national interest in this historic event. All major Conference printing was supervised by the Branch. During the Conference itself, with more than 66 representatives of the national and foreign press corps registered, the Branch provided comprehensive public relations services with assistance from management and union specialists. The Branch also undertook the assembly and publishing of the post-conference report for distribution to the participants.

toutes les parties du Canada. Le bulletin est distribué maintenant aux députés, aux membres des facultés des centres des relations industrielles des universités et aux journalistes préposés aux questions du travail.

Quand aux rapports avec les organes d'information, on s'en est tenu à la façon traditionnelle, sous forme de 73 communiqués dans les deux langues officielles, relatifs aux diverses activités du ministère.

En outre, la direction a publié, dans les deux langues, quatorze allocutions du ministre et de hauts fonctionnaires du ministère et 71 rapports du Conseil canadien des relations ouvrières.

#### Travaux spéciaux

Du mois d'avril au mois de novembre, la direction s'est occupée de la Conférence nationale tripartite sur

les relations du travail qui s'est tenue à Ottawa, du 26 au 29 octobre, en l'honneur du 50<sup>e</sup> anniversaire de l'Organisation internationale du Travail. Au cours des sept mois qui ont précédé la conférence, la direction a mené à bien un programme de relations avec les organes d'information afin de susciter l'intérêt national pour cet événement historique. La direction a dirigé la publication de tous les principaux ouvrages se rapportant à la conférence. Au cours de la conférence même, à laquelle assistaient plus de 66 représentants de la presse nationale et étrangère, la direction a, de concert avec des spécialistes patronaux et syndicaux, pourvu de manière efficace aux services de relations extérieures. Après la conférence, la direction s'est également chargée de rassembler et de publier le rapport aux participants.



Considérant le volume des demandes de renseignements qui lui parviennent des autres ministères, des organismes provinciaux et du public, et le fait que certaines questions au sujet du ministère, du mouvement ouvrier et des problèmes de relations du travail reviennent régulièrement, la direction a simplifié sa méthode d'y répondre en faisant publier une série de brochures et de plaquettes pour satisfaire à la demande générale. Quant à la demande de renseignements des étudiants, dont le volume est le plus considérable, la direction a mis au point toute une série d'ouvrages à leur intention.

#### Programme spécial de liaison avec les écoles

A cause de l'intérêt particulier manifesté par la jeunesse pour les problèmes de relations du travail, la direction a élaborer un programme d'information pour les écoles, et les membres de divers comités ont rédigé une série d'articles à l'intention des élèves des écoles secondaires. Sous le titre de "Travail des hommes", la direction a publié huit articles dans le journal *Canadian High News* dont le tirage mensuel est de 200,000 exemplaires. C'était la première fois que des élèves et des professeurs d'écoles secondaires avaient à leur disposition des ouvrages se rapportant aux relations du travail qui ne prenaient parti ni pour le salariat ni pour le patronat. Cette série d'articles avait pour but de fournir tous les renseignements possible à ceux qui sont sur le point d'entrer sur le marché du travail. A la suite de cette initiative, exemple unique d'une communication spécialisée entre un ministère fédéral et un secteur du public 'ignore' auquel le groupe d'étude sur l'information fait allusion, la direction a reçu plusieurs milliers de demandes de réimpression. De concert avec les autorités provinciales en matière d'éducation, le ministère a projeté au cours du dernier trimestre, de publier une édition reliée des articles pour en faire la distribution aux orienteurs des écoles secondaires et à quelques orienteurs au niveau universitaire. Selon les projets établis, une seconde série d'articles sera publiée l'année prochaine.

#### Relations avec les organes d'information

En octobre, 21 journalistes spécialisés dans les questions du travail des principaux quotidiens du Canada ont participé pendant deux jours à une séance d'information à Ottawa, au cours de laquelle ils ont rencontré le ministre et la plupart des agents du ministère lors des réunions officielles ou d'entrevues privées. Cette initiative, peut-être la première du genre dans la Fonction publique, avait pour objet de donner aux journalistes une idée plus juste des objectifs et de l'activité du ministère et de promouvoir au rang de profession le journalisme sur les questions du travail. Le Travail-Actualités, résumé quotidien d'articles de presse sur les relations du travail, a changé d'entête. A la demande des agents régionaux, on y inclut maintenant tous les articles s'y rapportant provenant de

responsabilité de la qualité des textes et de la coordination de la production de toutes les publications du ministère qui relèvent de sa compétence.

#### Publicité à l'aide de moyens audio-visuels

Toutes les méthodes de publicité en application dans le domaine de l'audio-visuel ont été renouvelées afin d'attirer et de capter l'attention du public. Diverses expositions, par l'originalité de leur présentation, ont fort bien représenté le ministère lors de divers congrès sur les relations du travail. L'exposition psychédélique lors de l'*Expo Carrières*, à Ottawa, mérite d'être citée comme exemple de cette évolution. La dernière contribution de l'année a été un étalage d'une conception tout à fait nouvelle, un agencement de diapositives ou sont synchronisées le mixage et la chanson spécialement composée sur le thème de la coopération entre le salariat, le patronat, le gouvernement et le public. Cet étalage sera présenté pour la première fois lors de l'assemblée du Congrès du Travail du Canada qui se tiendra au mois de mai 1970, à Edmonton.

#### Films

Le ministère a réalisé deux nouveaux films, dont l'un est intitulé "Le défi du devenir" et l'autre "Une décision capitale", qui traitent de l'évolution des techniques et qui utilisent pour la réalisation des films sur des relations de travail des techniques cinématographiques assez inusitées. Pour obtenir ces films on n'a qu'à en faire la demande à l'Office national du film.

#### Cinéma-thèque nationale

En vue de donner un cachet plus moderne à la Cinéma-thèque du travail, l'Office national du film de concert avec le Congrès du Travail du Canada, la Confédération des syndicats nationaux et l'Association des manufacturiers canadiens ont opté pour un changement d'appellation, et l'on a adopté celui de "Cinéma-thèque nationale des relations du travail". A la fin de l'année, la cinéma-thèque comptait plusieurs exemplaires de ses 33 films en anglais et de ses 12 films en français. Le ministère a reçu des centaines de demandes de renseignements sur les films et la cinéma-thèque en réponse à une annonce parue dans six publications du salariat et du patronat.

#### Publicité faite à l'aide d'étalages

Conformément au programme établi, trois annonces publicitaires ont été distribuées aux organes d'information ayant un service de distribution nationale. La première, qui traitait des conventions collectives, soulignait que l'intervention du gouvernement fédéral avait détourné un bon nombre de travailleurs du recours à la grève; la deuxième avait trait à la discrimination dans l'emploi; enfin, la troisième avait pour objet la sécurité au travail. Les entreprises, les syndicats et le public en général ont réagi favorablement, tant et si bien, qu'il a fallu reproduire ces annonces sur panneaux-réclame.

données a entraîné un important travail de classification, en plus de l'afflux régulier des demandes de

classification.

Dans les domaines ne comportant pas une déléga-

tion de pouvoirs, la principale réalisation a été la

classification de cinq spécialistes supérieurs du travail affectés à la Direction de la conciliation et de

l'arbitrage.

Entre autres activités, mentionnons un cours de

formation d'une semaine en évaluation des emplois, à

l'intention des cadres, en vue de leur participation aux

travaux des comités de classification (un représentant

de la section locale du syndicat assistait au cours à titre

d'observateur) à l'étude des griefs relatifs à la classifi-

cation et à l'activité d'un organisme central pour le

contrôle de l'application de la norme applicable aux

services administratifs partout dans la Fonction

publique.

## Planification et recrutement de la main-d'œuvre

Au cours de l'année précédente, un système de gestion par objectifs a été inauguré par la Direction des normes du travail et la Direction des services d'information et de relations extérieures. Avant l'introduction de ce système, on a procédé dans ces directions à une étude sur les conditions en matière d'organisation et une autre étude sera effectuée l'an prochain. La mise en oeuvre d'un système de gestion par objectifs se poursuivra pour les autres directions du ministère.

Le ministère a accepté de se charger du recrutement pour la catégorie administrative. On étudiera la possibilité, notamment pour la catégorie professionnelle et pour les niveaux supérieurs de la catégorie administrative, d'accepter cette année de nouvelles responsabilités dans ce domaine.

La Division de la formation a organisé des cours de gestion pour les chefs au premier échelon ainsi que pour les cadres intermédiaires et supérieurs et des séminaires d'initiation à l'activité du ministère pour les nouveaux fonctionnaires. Soixante-huit fonctionnaires ont bénéficié du programme de remboursement des cours de formation. Au total, le ministère a remboursé la somme de \$2,849, pour 103 cours.

## DIRECTION DES SERVICES D'INFORMATION ET DE RELATIONS EXTERIEURES

Au cours de l'année, la Direction des services d'information et de relations extérieures a entrepris d'améliorer et d'étendre l'éventail de ses services d'information. Pour réaliser son but on a procédé au remaniement partiel de la direction, et fait en sorte d'assurer une plus grande mobilité des agents d'information afin de satisfaire aux besoins de services et d'aider au perfectionnement desdits agents.

Au cours de l'année, la direction a également entrepris, par divers moyens, d'insuffler à ses publica-

tions, à ses techniques audio-visuelles et à sa façon d'aborder toutes ses relations avec les organes d'information une image destinée à refléter le rôle de participation que le ministère s'est donné dans le monde des relations du travail.

La création d'un nouvel emblème pour le ministère a été l'une des plus importantes réalisations de ce programme; ce nouvel emblème apparaît maintenant sur toute la papeterie officielle, sur toutes les publications et tous les communiqués.

## Programme de publications

*La Gazette du Travail*, gage de la présence constante du ministère au sein du monde des relations du travail, a subi d'importantes modifications quant à sa présentation qui lui permettent de mieux s'adapter aux nouvelles tendances en fait de typographie et d'esthétique. Les modifications ont été apportées à la suite d'une enquête menée auprès des lecteurs, l'année dernière.

Au cours du dernier trimestre de l'année financière, la direction a entrepris d'augmenter le tirage de *La Gazette du Travail* en cherchant de nouveaux lecteurs parmi un public choisi au moyen d'une campagne de publicité par le truchement de la poste et des réclames dans toutes les publications du ministère et dans celles d'autres ministères qui s'adressent à un public intéressé aux problèmes des relations du travail. Le tirage mensuel, au cours de l'année 1969-1970, s'élevait en moyenne à 15,792 exemplaires.

Une autre enquête menée parmi les lecteurs, l'année dernière, a abouti à d'importantes modifications à la fois dans la présentation et dans la matière de *Travail d'équipe dans l'industrie*, journal publié dix fois l'an par la direction, dans le cadre du programme de consultation ouvrière-patronale. Le tirage de cette publication est passé, au cours de l'année, de 41,500 à 45,500 exemplaires par mois.

La première édition de *Faits marquants* du rapport annuel du ministère a été publiée. Illustre et utilisant les techniques modernes de la graphique, cet ouvrage se veut un résumé des principales réalisations et directives du ministère au cours de l'année.

*La recherche sur les relations industrielles au Canada* est le nouveau titre de la deuxième édition du répertoire des travaux de recherches sur les relations industrielles, lancée l'année précédente sous le titre de *La recherche sur le travail et les relations industrielles au Canada — Etat des travaux*; de plus, le répertoire comprend maintenant 89 travaux de recherche. On a dressé séparément une liste des études entreprises sous les auspices de l'Équipe spécialisée en relations de travail du premier ministre, de même qu'une liste des sources de la statistique du travail du gouvernement fédéral autres que le Bureau fédéral de la statistique.

Le chef de la Division des publications doit mainte-



production et de simplifier les programmes de

## Division des réformes administratives

Un des principaux objectifs atteints par la Division des réformes administratives en 1969-1970 a été d'amener les administrateurs et leurs subalternes à consacrer plus de temps à la question des réformes administratives.

La division a mené une enquête au cours de l'automne pour estimer dans quelle mesure les chefs de direction du ministère ont besoin de ses services.

Cinq directions ont entrepris un programme de réforme de leurs méthodes de fonctionnement. Les fonctionnaires de ces directions ont eu l'occasion de participer à la prise de décisions à leur niveau de travail. Par l'étude et l'analyse de leurs tâches, ces employés ont obtenu une bien meilleure compréhension des fonctions de leur direction, ce qui leur a permis de proposer des modifications constructives à l'ensemble de l'organisation et d'améliorer les communications.

La Direction de l'administration du personnel a lancé une nouvelle méthode d'examen des dossiers du personnel qui simplifiera le travail du personnel et des commis aux archives centrales. On a conçu une nouvelle méthode de diffusion de l'information afin de fournir à la Direction de l'administration du personnel et à la Direction des services financiers et administratifs des données statistiques plus valables sur le personnel.

La bibliothèque a mis en marche un programme d'amélioration à l'intention de ses clients. La Direction des services d'information et de relations extérieures a entrepris, au cours du dernier trimestre, un programme visant à améliorer ses services.

## ADMINISTRATION DU PERSONNEL

La plus importante réalisation de la Direction de l'administration du personnel a été la planification et la mise en oeuvre d'une réorganisation interne. Un certain nombre de changements ont été apportés en vue de créer un organisme capable de s'acquitter des tâches multiples incombant de nos jours à une direction du personnel. Afin de mieux coordonner et de mieux intégrer les activités de la direction, on a créé le poste de chef de la Division des relations avec le personnel et des prestations aux employés. On a quelque peu renforcé les services de planification de la main-d'oeuvre et de recrutement et on les a placés sous la direction d'un chef.

En raison des problèmes épineux qui se posaient en matière de traitements et de prestations, une étude a été effectuée avec l'aide et la coopération de la Division de la réforme administrative. Elle a abouti à l'établissement d'un système tout nouveau de tenue des dossiers du personnel et de versement des traitements, lequel est actuellement en voie d'application.

## Bilinguisme

avec le personnel.

Afin de mieux servir le public dans les deux langues officielles, le ministère a pris des mesures importantes au cours de l'année écoulée.

C'est ainsi qu'il a adopté un programme à long terme destiné à mettre en oeuvre la politique du gouvernement en matière de bilinguisme. Dans le cadre de ce programme, on se propose de déterminer quels sont les postes bilingues et de faire subir un examen à tous les fonctionnaires du ministère se disant bilingues. Ces mesures permettront au ministère de répondre aux nouvelles exigences linguistiques et d'atteindre, en matière de personnel bilingue, les objectifs fixés par la Commission de la Fonction publique en octobre 1969.

Quelque 35 fonctionnaires ont suivi les cours en français et en anglais offerts par le Bureau des langues de la Commission de la Fonction publique. Pour faciliter l'acquisition de la langue étudiée, on a créé un mini-laboratoire de langue et on a projeté, en dehors des heures de travail, une série de films en français à l'intention de ceux qui étudient cette langue. En décembre, le ministère a fait connaître sa politique sur l'emploi des langues officielles, puis un travail préliminaire a été effectué en vue du perfectionnement des services relatifs à la traduction dans le ministère. Une nouvelle installation aux fins de la traduction simultanée a été mise en place de façon permanente, dans la grande salle de conférence du ministère.

## Classification et prestations

Par suite des pouvoirs accrus du ministère en matière de classification des postes qui appartiennent aux divers groupes de la catégorie technique, l'évaluation effectuée par des comités composés de cadres, conseillés par des agents de classification, occupe une place toujours plus grande dans le processus de classification. La réorganisation des services centraux de la Direction des normes du travail, de la Division des services financiers et de la Division du traitement des



permet de conjuguer l'activité du ministère dans cette ville et d'offrir des services complets de médiation.

Dans le domaine de la gestion des archives, un service de microfilms a été installé ainsi que des microlecteurs. Environ 95,000 dossiers de cas d'indemnisation ont été microfilmés, ce qui a permis au ministère de détruire 80 pieds cubes de dossiers, et on a prévu la conservation ou la destruction d'autres dossiers du ministère.

Dans le secteur des communications, on a ajouté un appareil de télex pour faire face à l'accroissement du nombre des messages.

Au printemps de l'année à l'étude, la Section des services de transcription a organisé des colloques de formation à l'intention des étudiants diplômés de commerce et a donné des cours pratiques de sténographie aux sténographes du ministère. Ces dernières ont ainsi amélioré leurs connaissances techniques en général, comme le prouve le fait qu'un nombre de sténographes ont obtenu de l'avancement lors de concours.

On a mené une enquête sur les services dactylographiques et sténographiques afin d'établir quel était le volume de travail dans le ministère et d'assurer l'amélioration de tous les services.

**Traitement des données**

Au cours de l'année, beaucoup de nouveaux projets ont été entrepris. Certains sont terminés et sont mis en oeuvre, tandis que d'autres devraient l'être au début de 1970. Ces projets ont trait aux conventions collectives, aux cadres de la négociation collective, à la revue de la négociation collective, aux normes du travail, à l'étude des accidents mortels, aux dispositions financières dans les statuts des syndicats, aussi bien ceux de langue anglaise que de langue française, à la corrélation entre le rang et les salaires, à l'enquête sur les taux de salaire et traitements dans les établissements relevant de l'autorité fédérale, ainsi qu'à un système de récupération de l'information en matière de prévention des accidents. Les grands travaux en cours ont été modifiés pour en réduire le coût.

Certaines pièces d'outillage du Centre des opérations ont été remplacées pour assurer un rendement plus rapide et plus efficace, une bibliothèque de bandes magnétiques a été créée et toutes les données à conserver ont été enregistrées sur bandes et entreposées pour On a établi un système de documentation visant à la fois les opérations, les systèmes et la programmation afin d'apporter plus facilement des modifications à la

**SYSTEME PLAN, PROGRAMMATION, BUDGET**

Le groupe de travail, mis sur pied en novembre 1968 pour étudier l'adoption d'un Système plan, programmation, budget (PPB) pour le ministère, a poursuivi son travail en 1969-1970.

Un certain nombre d'études en profondeur ont été effectuées au cours de l'année et cinq rapports intermédiaires visant diverses activités, particulièrement dans le secteur des normes de l'emploi, ont été complétés. Les rapports ont donné lieu à des discussions utiles et ont servi à élucider les fins et objectifs de ces secteurs d'activité. Ils ont également servi à faire ressortir le besoin d'un programme plus élaboré d'aide à la recherche et un système plus efficace de renseignements sur la gestion. Les études se poursuivront en 1970-1971.

**SERVICES FINANCIERS ET ADMINISTRATIFS**

Au cours de l'exercice 1969-1970, la direction a continué de s'efforcer tout particulièrement d'améliorer le service de traitement des données du ministère, les systèmes de contrôle et d'information de la gestion financière et les méthodes de fonctionnement au moyen de 'réformes administratives'; elle a cherché en outre à assurer une utilisation efficace de ses services de soutien centralisés.

**Services financiers**

Au cours de 1969-1970, la division a élaboré et mis en application des méthodes de contrôle budgétaire; elle a réalisé et mis en application à l'intention des administrateurs un système de mise à jour visuelle et verbale des dépenses prévues. Des perfectionnements seront apportés à ce système au cours de 1970-1971.

Un système de comptabilité mécanographique a été élaboré en 1969-1970 et sera mis en oeuvre en 1970-1971 pour remplacer par des inscriptions mécanographiques les inscriptions manuscrites dans les grands livres.

En vertu des modifications apportées à la Loi sur l'administration financière, la Division des services financiers assume l'entière responsabilité du contrôle des vérifications antécédentes et des engagements.

**Division des services de bureau**

Les Section des services du matériel et des locaux ont coordonné le déménagement et la rénovation du mobilier dans les nouveaux bureaux du ministère à Montréal situés dans l'édifice du Conseil des ports nationaux. L'emménagement dans ces nouveaux locaux

collection la plus complète d'ouvrages sur le travail et les relations du travail qui existe au Canada.

Outre qu'elle dessert les employés du ministère, la bibliothèque dessert largement aussi les autres ministères, les étudiants et professeurs d'universités et d'écoles d'arts et technique, les personnes des milieux patronal et syndical se livrant à des recherches. Les installations destinées à la consultation se révèlent souvent insuffisantes lorsque les étudiants des deux universités de la ville d'Ottawa et de son école d'arts et technique préparent des travaux et des thèses en puisant dans la masse des ouvrages accumulés en 70 ans.

La publication d'un index hebdomadaire des périodiques reçus par sujets fournit à la bibliothèque un bon moyen de porter à la connaissance du personnel les sujets et les idées d'actualité. La distribution de cet index s'étend de plus en plus aux organisations extérieures au ministère.

Durant l'année, le recours aux services de la bibliothèque s'est intensifié d'une façon générale. Pour faire face à ce surcroît d'activité, les fonctions du personnel ont été redistribuées et de nouveaux services sont projetés à l'intention des usagers venant du ministère et de l'extérieur.

Le rapport annuel du ministère pour 1927 précisait que le grand public aurait accès aux volumes de la bibliothèque aux fins de recherche, sous réserve des besoins des fonctionnaires du ministère même. Cette politique avait été indirectement admise en ces termes, dès le premier rapport annuel, pour la période comprise entre juillet 1900 et juin 1901: 'Le ministère a notamment accompli une oeuvre intéressante et utile en créant une bibliothèque d'ouvrages sur le travail... On espère qu'elle pourra servir... à accumuler peu à peu de quoi fournir des sources originales d'information sur l'histoire de la croissance et du développement industriels au Canada'.

La bibliothèque n'a pas cessé d'accroître ses ressources en documents utiles à la recherche, réalisant la

## SERVICES DE BIBLIOTHEQUE

dans le domaine des relations du travail, et les nouvelles tendances dans l'application de la législation relative à l'emploi des femmes.

A compter du 15 novembre 1969, on a transféré le secrétariat de l'ACALO à la Direction des Affaires internationales du travail, du ministère.







Les comités de l'industrie des produits chimiques, du fer et de l'acier, du cuir et des chaussures se sont réunis au cours de l'année et le Canada était représenté par une délégation tripartite à chacune de ces réunions.

Au cours de l'année financière, on a versé des subventions au Centre international de perfectionnement professionnel et technique de Turin et à l'Institut international d'études sociales.

En consultation avec d'autres ministères intéressés, la direction définit la position du gouvernement du Canada vis-à-vis des questions d'assistance technique, aux réunions de l'OIT, et elle analyse et évalue les programmes de l'OIT dans ce domaine. Elle donne aussi des conseils relativement aux programmes canadiens d'assistance technique dans le domaine du travail et facilité, au besoin, les programmes de formation destinés aux stagiaires qui étudient l'administration en matière de travail au Canada, en vertu d'ententes avec l'Agence canadienne de développement international et dans le cadre des programmes de bourses de perfectionnement de l'OIT. Plusieurs stagiaires de l'OIT, originaires du Moyen-Orient, de l'Afrique, des Caraïbes et de l'Amérique latine, ont été accueillis au Canada ou ils ont suivi des programmes de perfectionnement au cours de l'année. Un des stagiaires, originaire du Pérou, a étudié pendant trois mois la sécurité et l'hygiène dans les mines du Canada.

En vertu des programmes de bourses de perfectionnement de l'OIT, douze stagiaires au total, venant de toutes les parties du monde, ont suivi des programmes de formation durant environ un mois. La direction a reçu plusieurs visiteurs étrangers au cours de l'année.

## Etudes

La division des études, créée en 1967, a poursuivi ses analyses à long terme de diverses conventions de l'OIT considérées comme les plus pertinentes au Canada, comparant les exigences de telles conventions en regard des lois fédérales et provinciales pertinentes, en vue d'établir dans quelle mesure le Canada se conforme à ces normes internationales, et sur les nouveaux moyens préconisés pour en assurer l'observation intégrale et la ratification éventuelle des conventions de l'OIT par le Canada. Des projets d'études d'un certain nombre de conventions ont été préparés en vue de leur publication en 1970.

A l'occasion de la Conférence nationale tripartite, la division des études a rédigé des données documentaires comprenant une étude des 23 conventions de l'OIT qui étaient considérées comme les plus pertinentes aux normes du travail au Canada, et indiquant le degré de leur application au Canada, ainsi qu'une étude intitulée *Les aspects constitutionnels de la ratification des conventions de l'OIT*. La division a également contribué à la préparation d'autres documents présentés à la conférence.

La division a participé à des consultations fédérales et provinciales concernant la détermination de l'attitude à prendre quant à la politique du Canada en ce qui concerne les points techniques de l'ordre du jour des prochaines conférences de l'OIT, y compris les réponses aux questionnaires de l'OIT et les directives à fournir aux délégués du gouvernement du Canada. Elle a préparé des rapports pour l'OIT sur l'application des conventions ratifiées par le Canada ainsi que certains rapports périodiques sur l'application d'autres conventions et recommandations exigées par la Constitution de l'OIT.

## Attachés du Travail

Le ministère maintient toujours en poste des attachés du Travail aux ambassades de Washington, de Londres et de Bruxelles.

## Autres activités

La Direction des affaires internationales du travail s'occupe d'une variété de questions qui touchent au domaine international. La direction agit en tant qu'agent conseil auprès du ministère des Affaires extérieures et des autres ministères en matière de questions qui relèvent de la compétence de notre ministère et qui peuvent être soulevées aux Nations Unies ou à d'autres organismes spécialisés tels que l'UNESCO. Elle participe également à la coordination de la politique du gouvernement du Canada dans ces domaines.

La direction met au point des renseignements destinés à orienter sa participation aux réunions internationales et pour servir de base à l'élaboration d'une politique au Canada, et en réponse à des demandes de renseignements émanant de diverses organisations et institutions du Canada. En règle générale, toutes les demandes de renseignements, les rapports, les résolutions et autres documents qui revêtent un caractère international et se rapportent à l'activité du ministère du Travail du Canada sont transmis à la direction.

## LEGISLATION

La Direction de la législation a poursuivi son programme régulier de recherches dans le domaine de la législation du travail. Elle a continué à fournir des renseignements et des services consultatifs au ministère et au moyen de ses publications, d'articles paraissant régulièrement dans *La Gazette du Travail* et de manière préparée en réponse à des demandes particulières de renseignements, elle a mis à la disposition d'un grand nombre de personnes des données sur l'étendue, la teneur et l'effet des lois du travail du Canada et d'autres pays.

Au cours de l'année, des employés de la direction ont participé à l'activité d'un certain nombre de groupes de travail institués pour réviser les lois dont l'application relève du ministère.

La documentation fournie au cours de l'année comprend un rapport pour l'*Annuaire des statistiques du travail* du BIT ainsi qu'une statistique sur les taux de salaire et la durée du travail pour le numéro de juin du *Bulletin officiel*. Des documents ont également été fournis à différents comités industriels.

La section a également coordonné les rapports du ministère du Travail publiés dans l'*Annuaire du Canada* et la revue *Canada*.

#### Programme de recherche du ministère du Travail et des universités

La Direction de l'économie et des recherches a poursuivi l'application du Programme de recherche du ministère du Travail et des universités. Les recherches portent sur l'économie, les relations du travail et les aspects sociaux et autres du travail. On accorde des subventions aux étudiants au niveau des grades supérieurs, aux membres du corps professoral des universités et à d'autres personnes possédant les qualités requises et répondant aux exigences en matière de citoyenneté et de résidence. Quatorze bourses ont été accordées dans l'année en vertu de ce programme, pour une somme totale de \$30,590.

#### AFFAIRES INTERNATIONALES DU TRAVAIL

Pour la Direction des affaires internationales du travail, le fait saillant de l'année a été la célébration partout dans le monde du cinquantième anniversaire international du Travail. La direction a joué un rôle de premier plan à cette occasion, en mettant sur pied un programme d'action poussé comme apport du Canada.

Fondée en 1919, l'OIT est unique en son genre parmi les institutions spécialisées des Nations Unies, du fait qu'elle a été établie sur une base tripartite pour servir de tribune à des entretiens entre les gouvernements, les employeurs et les travailleurs. À titre de membre fondateur, le Canada a joué un rôle important dans l'OIT et, en 1969, la direction a coordonné un vaste programme d'activités en vue de faire mieux connaître au Canada le travail de cet organisme qui vise à réaliser la paix par l'encouragement de la justice sociale. Ces activités comprenaient la publication de nombreux articles, des causeries, une exposition d'archives et l'émission d'un timbre commémoratif de l'OIT.

Le point culminant de l'année de l'OIT au Canada a été la tenue d'une Conférence nationale tripartite, à Ottawa, du 26 au 29 octobre. Quelque 250 représentants des ministères fédéral et provinciaux du Travail, d'organisations d'employeurs et de travailleurs et des comités du monde universitaire et du droit ont étudié les relations ouvrières-patronales au Canada, en tenant compte des normes et des recherches de l'OIT. La conférence de trois jours était consacrée plus précisément aux normes du travail, à la négociation collective,

à l'intérêt général dans les différents du travail et à l'assistance technique apportée aux pays en voie de développement.

Trois personnalités de renommée internationale, le professeur John Kenneth Galbraith, des États-Unis, M. Louis Armand, de France, et le professeur Alan Flinders, de Grande-Bretagne, ont adressé la parole aux participants. Le premier ministre, le très hon. Pierre Elliott Trudeau, a parlé au banquet de clôture.

#### Conférences et assistance technique

La direction a pris les dispositions nécessaires pour assurer la participation de délégations tripartites du Canada à 14 réunions de l'OIT, au cours de l'année. Toutes ces réunions ont eu lieu à Genève, à l'exception de la Conférence technique maritime préparatoire, qui a eu lieu à Gênes (Italie). Le chef de la direction a assisté à la Troisième conférence régionale des pays africains, à Accra, à titre de représentant du Conseil d'administration de l'OIT. Plusieurs Canadiens ont assisté au Congrès international sur la sécurité et l'hygiène professionnelles organisé pour commémorer le cinquantième anniversaire de l'OIT.

Le Canada a également délégué à Paris des représentants à deux sessions de l'OCCDE sur la main-d'œuvre et les affaires sociales et à une réunion d'un groupe d'étude de l'OCCDE sur l'emploi des travailleurs âgés.

À la 53e Conférence de l'OIT, en juin 1969, quelque 1,400 délégués de 116 pays ont adopté trois instruments de conventions et de recommandations touchant le domaine international. On a également procédé à une étude préliminaire de trois projets de conventions sur les congés rémunérés, le salaire minimum et l'emploi spécial des jeunes. Pour la première fois, la conférence a adopté un budget biennal.

Le 19 juin, la conférence a célébré officiellement son cinquantième anniversaire. Un certain nombre de personnalités de renommée internationale, dont U Thant, secrétaire général de l'Organisation des Nations Unies, et Sa Sainteté le pape Paul VI, ont adressé la parole à la conférence.

Le Conseil d'administration de l'OIT, dont le Canada est membre permanent, a tenu trois réunions. On a également élu un représentant des travailleurs du Canada au Conseil d'administration et un représentant des employeurs du Canada, membre suppléant.



dans les industries du ressort fédéral pour les quatre années allant de 1965 à 1969. Des membres de la division ont aidé à mettre au point certains critères et ont mené d'importantes recherches en vue du projet de révision du salaire minimum fédéral. La division a également pris part à des recherches de base et elle en a assuré à un certain nombre de groupes de travail qui étudiaient des modifications et des additions à apporter au Code actuel, par exemple le comité du salaire minimum, le groupe d'étude sur la durée du travail, le comité des congés de maternité et le comité des justes méthodes d'emploi. La division a également participé aux travaux du comité interministériel chargé de mettre au point une statistique nationale sur les accidents du travail et les blessures subies en cours d'emploi.

Les résultats d'autres travaux réalisés, qui seront publiés au cours de la prochaine année financière, sont énumérés ci-après :

Tout d'abord, une étude des données de l'enquête sur les salaires, les conditions de travail et l'emploi dans les industries du ressort fédéral paraîtra en deux tranches portant sur les années 1965 à 1967 et 1968 à 1969;

ensuite, a été réalisée une bibliographie concernant la recherche actuelle sur la discrimination dans l'emploi, conçue comme une étude provisoire sur la nature de ce problème;

enfin, une étude sur les modes de garde des enfants au Canada, établie d'après les données d'une enquête faite par le BFS, a été réalisée pour le Bureau de la main-d'oeuvre féminine.

Le chef de la division a présenté au Comité de la statistique et des recherches de l'ACALO un exposé intitulé 'Evaluation comparative des trois modes de fixation des normes du travail'.

Groupe de l'analyse économique

Le Groupe de l'analyse économique, essentiellement chargé de fournir, surtout à l'usage interne des ministères, des analyses sur l'évolution économique générale, notamment sur l'évolution de la politique suivie à l'échelon national, a poursuivi sa tâche. On a particulièrement insisté sur les activités qui auront des répercussions sur les programmes du ministère du Travail du Canada.

## Section des renseignements

La Section des renseignements est essentiellement chargée de répondre aux demandes de renseignements du grand public sur les publications et les travaux de recherche réalisés par la Direction. La section joue également le rôle de bureau central de renseignements pour les communications internes et les échanges interministériels.

La section prépare également une documentation spécialisée destinée au Bureau international du Travail.

La division a entrepris, au cours de l'année, un certain nombre d'études et d'enquêtes dans les domaines du transport aérien, des banques, des communications, du débarcadage, des chemins de fer, du commerce et du transport maritime. La division a également étudié les conséquences économiques de plusieurs grèves de grande portée survenues au cours de l'année. Pour satisfaire à une demande du groupe de travail du ministère sur la durée du travail, une enquête sur les dispositions relatives à la durée du travail dans les conventions collectives du ressort fédéral a été réalisée. Une enquête semblable sur les dispositions relatives aux congés annuels payés a été achevée vers la fin de l'année financière.

Avec la nomination, par la Direction de la conciliation et de l'arbitrage, de cinq spécialistes du travail, les activités de la division se sont accrues. Les responsables de la recherche industrielle de la division ont été appelés à leur fournir un appui plus spécialisé et plus régulier pour ce qui est d'un certain nombre de grandes industries telles que les chemins de fer, le débardage et le transport. Ce soutien apporté à la recherche est de nature permanente et vise à découvrir et à aider à découvrir les problèmes ou conflits possibles et à les régler avant qu'ils n'éclatent au grand jour.

La division a réalisé encore d'autres travaux. Elle a été appelée à fournir des renseignements concernant les relations du travail et l'économie et des études pour aider à régler les conflits d'envergure et les conflits éventuels. En liaison avec ces travaux, la division a étudié les conséquences économiques d'un certain nombre de grandes grèves survenues au cours de l'année. De plus, des recherches permanentes ont été menées pour réaliser l'étude sur le Fonds de sécurité d'emploi et le Fonds technologique à Montréal, Trois-Rivières et Québec (Fédération des armateurs du Canada et Association internationale des débardeurs). La division a assuré la participation canadienne à une enquête internationale du Bureau international du Travail sur les conditions d'emploi et de travail des contrôleurs de la circulation aérienne.

## Division de la recherche opérationnelle

L'ancienne division des programmes spéciaux a été réorganisée en juillet 1969 sous le nom de Division de la recherche opérationnelle. La division a essentiellement pour but de fournir des services de recherche socio-économique et statistique aux diverses directions du ministère afin de les aider à s'acquitter de leurs fonctions en matière administrative, législative et de politique.

D'importantes recherches sur les conséquences du Code canadien du travail (Normes) ont été menées dans la division. Au cours de la prochaine année financière, doivent normalement paraître les résultats d'une étude concernant les répercussions du salaire minimum actuel sur l'emploi et la structure des salaires



aspects structurels de la négociation collective au Canada a été écourtée pour activer la présentation de données fraîches, et un recueil de tableaux et de graphiques montrant les genres de groupements de négociation, le stade auquel les négociations ont pris fin et la durée des conventions collectives est passablement avancé. Les données statistiques sur l'évolution des grèves au Canada pendant l'après-guerre, qui contiennent des éléments inédits, en sont aussi à un stade avancé.

Au nombre des travaux à long terme entrepris au cours de l'année figurent des études, des répercussions, des changements techniques rapides sur les relations du travail, des répercussions de tels changements sur les travailleurs et de l'adaptation de ceux-ci aux transformations du milieu industriel. On s'est également attaqué au problème que pose la mise au point des procédés plus sûrs d'évaluation des conséquences des arrêts de travail non seulement pour les participants directement intéressés aux conflits du travail mais aussi pour la population.

Les fonctionnaires de la division ont passé en revue et évalué au cours de l'année les résultats de recherches portant sur des sujets très divers du domaine des relations du travail. La tâche comprenait la recension de documents sur les problèmes de politique constatés par l'Équipe spécialisée en relations du travail, la publication d'un manuel sur les recherches en cours au Canada en matière de relations du travail et l'achèvement de l'étude sur les relations du travail dans l'industrie de l'acier.

### Division des recherches sur les salaires

Au cours de l'année, la Division des recherches sur les salaires s'est essentiellement occupée d'achever les études en cours et d'établir des programmes provisoires en vue de nouvelles études.

D'importantes révisions de données historiques sur la durée des heures de travail ont été achevées et l'on a préparé des tableaux que pourront bientôt obtenir, sur demande, les personnes procédant à des recherches en sciences sociales.

On a achevé la première ébauche d'une étude sur les différences de niveaux de compétence parmi les travailleurs à la production dans certains secteurs de l'industrie manufacturière au Canada et aux États-Unis. Cette étude a été entreprise notamment pour voir si les différences de salaire entre le Canada et les États-Unis provenaient de différences dans les niveaux de compétence. L'étude en question complète l'étude antérieure qui établissait une comparaison entre les salaires au Canada et aux E.-U., et elle s'intitule *Les salaires au Canada et aux États-Unis: Une analyse comparée*.

On a terminé la première ébauche d'une étude sur la productivité et le coût de la main-d'œuvre par unité dans 25 secteurs de l'industrie manufacturière. Avant la

données.

Les recherches sur le mode de transmission des variations de salaire, qui avaient débuté vers la fin de l'an passé, se sont intensifiées. On a rassemblé une grande quantité de données établissant l'historique des variations de salaire dans divers groupements de négociation composés de parties d'une société donnée ou d'un groupe de sociétés rattachées à diverses industries. Sur ces données historiques, appelées études chronologiques des salaires, s'appuieront abondamment les recherches économiques et statistiques concernant les variations de salaire. Certaines bases théoriques ont été posées en vue de ces recherches au cours de l'année, mais l'analyse ne commencera pas avant l'achèvement de la plupart des études chronologiques, c'est-à-dire normalement dans le courant de l'année financière 1970-1971.

Le chef de la division a publié, dans le numéro d'août 1969 de la revue trimestrielle de l'Université Laval intitulée *Relations industrielles*, un article ayant pour titre 'Inflation, salaires et mobilité de la main-d'œuvre'.

Le personnel de la division a entre tenu au cours de l'année des rapports étroits avec des économistes et autres spécialistes des sciences sociales des universités canadiennes s'intéressant à l'économie du travail et aux relations du travail. Des contacts amorcés durant l'année financière précédente se consolident pour encourager autant que possible la coordination des recherches du ministère du Travail du Canada et des universités.

### Groupe de recherche de soutien des programmes

Le Groupe de recherche de soutien des programmes est chargé des recherches et de la réunion d'informations utiles aux activités pratiques poursuivies par le ministère dans les domaines du règlement des conflits, du travail des femmes, des normes du travail, des justes méthodes d'emploi, de la consultation ouvrière-patronale, de la sécurité et des affaires internationales du travail.

### Division des industries du ressort fédéral

La Division des industries du ressort fédéral est chargée de la mise au point de vastes programmes de recherche pour fournir des données sur les aspects économiques, statistiques et professionnels du travail dans toutes les industries du ressort fédéral. Cette recherche vise avant tout à fournir au ministère des renseignements utiles à la conciliation et à la médiation. On satisfait également à d'autres besoins en matière d'exploitation et de politique à l'égard de chacune des industries.

permet de déterminer la fréquence de certaines conditions de travail et leurs caractéristiques, au Canada, par province et par industrie. Les résultats en sont publiés dans un rapport annuel intitulé *Conditions de travail dans l'industrie canadienne*.

L'enquête sur certains coûts de main-d'œuvre a été réalisée en collaboration avec le BFS et elle visait l'industrie manufacturière en 1967 et 1968, et les mines en 1969. Une enquête pilote a également été réalisée en 1969 à propos du transport, des communications et d'autres entreprises de services publics. Des rapports complets ont été publiés pour les années 1967 et 1968. Le rapport sur les mines est en cours de préparation.

La division a également participé au cours de l'année à une enquête sur la répartition des salaires et traitements dans les industries qui relèvent de l'autorité fédérale en matière de travail, pour les fins de la Division de la recherche opérationnelle. Une étude pilote sur la répartition des salaires dans 23 industries de l'Ontario a aussi été réalisée, avec la collaboration du ministère provincial du Travail.

Le chef de la Division des enquêtes a procédé, en 1969, à l'évaluation des programmes de la Division. Cette évaluation a consisté à examiner dans le détail, sous l'angle de l'efficacité, les travaux accomplis par la Division pour répondre aux besoins en renseignements sur les statistiques du travail exprimés par le grand public, les organismes des gouvernements fédéral et provinciaux, le patronat et les syndicats. Cette évaluation est suivie d'un programme de modernisation de la structure du système, ce qui comporte des consultations intensives avec les principaux usagers des statistiques du travail.

#### Groupe de recherche sur la politique

Le Groupe de recherche sur la politique est chargé de la recherche à long terme sur les problèmes concernant les relations du travail et la fixation des salaires pour permettre de faire mieux comprendre le système de relations du travail du Canada et ses incidences, en précisant le rôle du ministère et en déterminant les orientations et les initiatives que comportera une nouvelle politique.

#### Division des recherches en relations du travail

La Division des recherches en relations du travail est chargée de recherches à long terme et, à plus court terme, de l'analyse des problèmes de relations du travail qui intéressent directement le ministère. Les travaux particuliers ont pour but d'établir et de maintenir des fondements solides à partir desquels sera évalué le rapport entre les relations du travail et les objectifs nationaux et sociaux.

Les principaux travaux mentionnés dans le rapport de l'an dernier se sont encore poursuivis. L'étude des tendances accusées dans l'après-guerre concernant les

établir à partir d'un examen détaillé des dispositions statutaires pertinentes des syndicats poursuivant des activités au Canada. D'autres travaux sur l'évolution syndicale, traitant d'autres aspects de la structure et de la gestion des syndicats, en sont au stade de projets.

La division s'est encore employée au cours de l'année à étendre l'application des méthodes de traitement par ordinateurs dans la production de statistiques sur les grèves. D'ici le début de 1971, le traitement par ordinateurs des données sur les arrêts de travail devra normalement être appliqué au maximum.

La division a également répondu à un nombre considérable de demandes de renseignements émanant de plusieurs sources et elle s'est acquittée de la tâche consistant à mettre en disponibilité pour fins d'inspection les déclarations présentées par les syndicats ou-rtiers en vertu de la Loi sur les déclarations des corporations et des syndicats ouvriers.

#### Division des enquêtes

La Division des enquêtes est essentiellement chargée de recueillir et de diffuser des renseignements sur les taux de salaire, par catégorie professionnelle, et sur les conditions de travail des salariés de l'industrie canadienne. Elle mène également des enquêtes spéciales sur des sujets donnés et, en collaboration avec le Bureau fédéral de la statistique, elle effectue une enquête annuelle sur certains coûts de main-d'œuvre. De plus, la division recueille des données trimestrielles et annuelles relatives aux accidents du travail, mortels et autres, survenus au Canada.

L'enquête sur les taux de salaire, les traitements et la durée du travail est menée tous les ans, au 1er octobre, au moyen d'un questionnaire envoyé à plus de 30,000 employeurs ayant généralement à leur service 20 travailleurs ou plus. L'enquête vise la plupart des industries, régions et grandes villes du Canada et elle recueille des renseignements sur les effectifs ouvriers et le taux de salaire à l'égard de plus de 1,000 emplois différents. Des résultats provisoires sont publiés avant que les questionnaires soient retournés en totalité afin d'activer la diffusion des renseignements. Les résultats définitifs paraissent d'abord sur des feuilles mobiles distribuées au public sur abonnement, puis sous forme d'un volume relié de 400 pages intitulé *Taux de salaire, traitements et heures de travail*.

Les résultats de l'enquête sur les taux de salaire sont aussi utilisés régulièrement pour répondre aux besoins particuliers de beaucoup d'organismes gouvernementaux et privés. En 1969, comme les années précédentes, des données ont été fournies à plusieurs gouvernements provinciaux dans le cadre d'enquêtes réalisées en collaboration.

L'enquête sur les conditions de travail a été menée auprès des mêmes employeurs que l'enquête sur les taux de salaire, soit le 1er avril 1969. Cette enquête



La Division des organisations de travailleurs et des conflits du travail

La Division des organisations de travailleurs et des conflits du travail effectue des enquêtes et des travaux de recherche sur les effets et la structure des syndicats ainsi que sur les arrêts de travail résultant de conflits. Les gouvernements, syndicats, employeurs, universités, chercheurs et le grand public font un usage considérable des renseignements recueillis et compilés. Ces derniers sont accessibles au moyen de communiqués à la presse, de publications annuelles, de *La Gazette du*

## Division des organisations de travailleurs et des conflits du travail

Des discussions ont eu lieu au cours de l'année avec des représentants de l'industrie de la construction et, au début de l'année 1971, paraîtra une nouvelle série de comptes rendus et de statistiques sur les conventions collectives signées dans l'industrie de la construction.

En décembre 1969, a paru une liste des conventions devant expirer en 1970. La publication concerne toutes les industries à l'exception de celle de la construction. Les renseignements sont fournis dans des tableaux se recoupant, établis par mois, province et ressort administratif, ainsi que par industrie. Cette publication annuelle connaît une large distribution au Canada.

Au cours de 1969-1970, un programme de codage unifié a été adopté pour l'analyse des conventions collectives. Ce programme n'a été mis en oeuvre qu'après d'amples consultations et des rapports entre-nus au cours des deux dernières années avec les gouvernements provinciaux et les intérêts des milieux universitaires, du salariat et du patronat. La réalisation de ce programme et du programme d'ordinateurs a permis le codage de toutes les grandes conventions. La production des analyses nécessaires a débuté et de grandes études approfondies ont été entreprises. Une publication, adoptant un format renoué, a paru sous le titre: *Clauses de conventions collectives de grands établissements manufacturiers*.

Deux séries parallèles de publications concernent les données sur l'évolution des salaires. La première montre les changements apportés aux taux de base prévus dans toutes les conventions examinées, en indiquant sous forme d'index les augmentations affectant la moyenne des taux de base et résultant de nouveaux accords ainsi que d'augmentations différées. La deuxième série rend compte des changements apportés aux taux de base par suite d'accords survenus au cours des trois mois de référence. Les données sont présentées de diverses façons pour satisfaire aux besoins des usagers divers. Après avoir achevé l'étude des méthodes, on a entrepris de reviser et d'élargir les deux séries, de sorte que des données comparables existent à partir de 1965 jusqu'à ce jour.

trimestriellement dans un document qui a pour titre *Observations sur la statistique relative à l'évolution des salaires* dans le cadre des grandes conventions collectives et qui est distribué séparément sur demande.

Une première étude dans le cadre d'une série sur la structure et la gestion des syndicats vient d'être réalisée et elle doit paraître en 1970-1971. Cette étude, qui traite du mode de financement des syndicats, a été pour compléter la précédente.

Une étude intitulée *L'évolution des syndicats au Canada (1921-1967)*, comprenant une série de graphiques, des tableaux et un texte qui décrivent les changements principaux, survenus parmi les effets syndicaux au cours de cette période a été achevée au cours de l'année; elle sera publiée en 1970-1971. Une nouvelle analyse historique des tendances régionales accusées par les effets syndicaux est actuellement en cours pour compléter la précédente.

La division effectue à l'échelon national une analyse permanente des arrêts de travail qui résultent de conflits. Les renseignements diffusés par le gouvernement à propos des arrêts de travail comprennent notamment un communiqué mensuel à la presse concernant des données succinctes sur les arrêts de travail survenus le mois précédent et les données correspondantes pour le même mois de l'année antérieure. Chaque mois, *La Gazette du Travail* présente des statistiques provisoires sur les caractéristiques des arrêts de travail. *Grèves et lock-out au Canada* fournit d'amples statistiques sur les caractéristiques des arrêts de travail survenus au cours de l'année civile la plus récente ainsi que des commentaires indiquant les aspects importants de ces statistiques.

L'enquête réalisée séparément auprès de quelques sections syndicales permet de fournir des renseignements sur les effets syndicaux par industrie. 10,000 sections syndicales permettent de fournir des renseignements sur les effets syndicaux par industrie, province et localité. Les principaux résultats de l'enquête de janvier 1969 ont paru dans le numéro de mars 1970 de *La Gazette du Travail* sous le titre "Effets syndicaux par industrie et par région (1969)". Des ventilations plus détaillées des statistiques obtenues dans l'enquête sur les sections locales sont à la disposition des provinces.

L'enquête menée auprès des bureaux centraux des syndicats contient des données complètes sur le nombre d'adhérents, l'affiliation, le nombre de sections syndicales, le nom et l'adresse des principaux dirigeants, la structure régionale du syndicat, le nom et la fréquence périodique de ses publications, s'il y a lieu, et une liste à jour des secrétaires de toutes les sections locales. L'enquête fournit les renseignements essentiels qui serviront à la publication annuelle *Organisations de travailleurs au Canada*, répertoire contenant des statistiques de base sur le mouvement ouvrier au Canada.

Deux enquêtes annuelles sur les organisations de travailleurs sont menées au mois de janvier. L'une est menée auprès des bureaux centraux de syndicats pour suivre des activités au Canada et, l'autre, auprès des sections syndicales réputées poursuivre des activités au Canada à la date de référence de l'enquête.

Travail, de monographies, et d'études spéciales répondant à des demandes précises.



# PROGRAMME DE RECHERCHE ET DE DEVELOPPEMENT

membres ont agi en qualité de secrétaires des ateliers pendant la durée de la conférence qui a été de trois jours.

## Groupe de la statistique

Le Groupe de la statistique est chargé des travaux de statistique du ministère, notamment des enquêtes sur les salaires, les conditions de travail, le coût de la main-d'œuvre, les accidents, les arrêts de travail, les organisations de travailleurs, la négociation des grandes conventions de travail, l'analyse des contrats et, enfin, l'analyse de l'évolution des salaires établis par voie de négociation collective.

## Division de la négociation collective

La Division de la négociation collective possède la collection la plus complète de conventions collectives existant au Canada. Toutes les conventions collectives expirant sont recensées et les nouvelles conventions sont recueillies, de sorte que la collection ne cesse pas d'être à jour. Cette collection est utilisée pour réunir et analyser des renseignements sur les négociations et les règlements conclus par des groupements de négociation comptant 500 travailleurs ou plus, à l'exclusion de ceux de l'industrie de la construction. Outre qu'elle fournit divers renseignements aux syndicats, aux patrons, aux universités et au grand public, la Direction dispense des renseignements et permet la réalisation de recherches aux autres directions du ministère ainsi qu'à d'autres ministères et aux commissions gouvernementales. Le maintien à jour de la bibliothèque de conventions collectives à des fins d'analyse nécessite des rapports fréquents avec les organismes provinciaux, ainsi qu'avec le patronat et les syndicats.

Les modalités des accords négociés paraissent mensuellement dans la *Revue de la négociation collective*. En collaboration avec le ministère du Travail de l'Ontario, la Division a entrepris la publication de la revue *Collective Bargaining Settlements in Ontario*. La province analyse les accords de groupements de négociation de 200 travailleurs ou plus, mais de moins de 500 travailleurs, et la Division fournit les mêmes renseignements pour les groupements de 500 travailleurs ou plus.

La *Revue de la négociation collective* contient, outre les modalités des accords, des renseignements complets et détaillés sur la statistique concernant l'évolution des salaires. Le mode d'établissement de la statistique sur l'évolution des salaires a été revu au cours de l'année financière. Les renseignements à ce sujet paraissent

Le programme de recherche et de développement comporte un vaste programme d'études sur les salaires et les conditions d'emploi, sur les divers aspects de l'économie du travail et des relations du travail, et sur les dispositions de la législation du travail. La Direction de l'économie et des recherches, la Direction de la législation, la Direction des affaires internationales du travail et la Bibliothèque du ministère assurent l'application de ce programme. Une cinquième Direction, soit celle des Services spéciaux, a été abolie au cours de l'année, alors que l'application du programme ministériel de planification d'urgence, qui lui incombat, est passée à la Direction des affaires internationales du travail et que ses fonctions en rapport avec le programme de l'automobile ont été confiées au bureau du directeur général de la recherche et du développement.

Au cours de l'année, ce dernier a paru, au nom du ministère, devant le Comité sénatorial spécial de la politique scientifique, et devant le Comité sénatorial spécial de la pauvreté aux fins de fournir les renseignements utiles dont disposait le ministère sur ces deux questions.

## DIRECTION DE L'ECONOMIQUE ET DES RECHERCHES

La Direction de l'économie et des recherches, en tant que principal organe de recherche du ministère, est chargée de fournir des services de recherche et de mise au point de la statistique à l'intention des responsables de la politique et des administrateurs du ministère et des autres organes gouvernementaux, à l'intention du salariat, du patronat, des enseignants et du grand public. Au cours de l'année faisant l'objet de la présente étude les fonctions de la Direction se répartissent en trois grands groupes : mise au point de la statistique, recherche sur la politique du ministère et recherche sur les programmes.

Plusieurs membres de la Direction ont siégé dans différents comités ministériels et interministériels et ont présenté des rapports lors de conférences universitaires, patronales et ouvrières. Comme par les années passées, un membre du personnel de la Division des enquêtes a été nommé secrétaire du Comité de la statistique et des recherches de l'Association canadienne des administrateurs de la législation ouvrière. Le directeur était président de ce comité.

La Direction a participé activement à la Conférence nationale tripartite sur les relations du travail. Trois des quatre documents de travail de la Conférence ont été agencés par des membres de la Direction. Ces trois

## BUREAU DE LA MAIN-D'OEUVRE FEMININE

L'année écoulée a été particulièrement active pour le Bureau de la main-d'oeuvre féminine, tant au palier international qu'au palier national. Sur le plan international, la directrice du Bureau a été nommée déléguée du Canada à la Commission des Nations Unies sur la condition de la femme, dont le Canada a été élu membre au cours de l'année et elle a assisté à la 23e session de la commission, à Genève. Elle a également été nommée membre de l'Equipe de conseillers de l'OIT sur les problèmes des travailleuses. Sur le plan national, l'intérêt de la population pour le travail du Bureau ne s'est pas démenti du sans doute à une prise de conscience plus nette des problèmes qui se posent aujourd'hui aux femmes à cause de l'évolution rapide des conditions sociales et de l'essor que connaissent les groupes féminins de protestation dans tout le pays.

Le Bureau a participé activement à des conférences, à des réunions annuelles, à des ateliers et autres réunions semblables concernant les droits de l'homme, la condition de la femme, les services offerts aux travailleuses, par exemple, les garderies, l'étude de la législation du travail et des problèmes propres aux travailleuses.

Un programme dynamique de relations extérieures a été maintenu au moyen de discours et allocutions

prononcés devant des auditoires fort variés, y compris des syndicats, des groupements patronaux, des organismes bénévoles et autres institutions du même genre.

A cause du manque de personnel, les tournées dans les provinces ont été peu nombreuses mais le bureau a continué d'entretenir des rapports avec les gouvernements provinciaux.

Les premières démarches ont été faites en vue d'établir un comité interministériel de recherche sur les problèmes qui se posent aux femmes, lequel servirait de point de convergence des travaux de recherche entrepris par les ministères fédéraux.

Le Bureau a continué de publier de la matière d'information à la fois sur le plan national et sur le plan international et il a fait paraître deux nouvelles publications intitulées *Les mères au travail et les modes de garde de leurs enfants* et *Bureau de la main-d'oeuvre féminine, 1969*.

Le Bureau a commandité à la radio une campagne publicitaire qui avait pour objet de faire connaître les dispositions de la Loi sur l'égalité de salaire pour les femmes. Le public a réagi favorablement à la campagne, témoignant d'une prise de conscience plus nette des dispositions législatives actuelles concernant l'emploi des femmes.

**Inventaires des contrats et certificats de rente au 31 mars 1970**

**TABEAU 2**

Classification	Nombre	Montant de la rente	Valeur actuelle des rentes en vigueur
<b>Rentes acquises:</b>			
Hommes, rentes ordinaires . . . . .	25,310	13,517,458	94,471,954
Femmes, rentes ordinaires . . . . .	25,501	11,340,895	97,816,629
Hommes, rentes garanties . . . . .	29,626	17,429,228	186,906,019
Femmes, rentes garanties . . . . .	13,520	6,671,223	87,300,369
Rentes à régression lorsque les rentiers atteignent l'âge de la pension de sécurité de la vieillesse .	4,890	5,450,073	31,989,296
Rentes ordinaires, au survivant . . . . .	2,842	1,585,643	18,039,694
Rentes garanties, au survivant . . . . .	294	145,276	2,020,329
Rentes assurées . . . . .	4,714	2,974,391	11,012,091
Rentes temporaires . . . . .	2,184	645,606	2,673,203
<b>Total (rentes acquises) . . . . .</b>	<b>108,881</b>	<b>59,759,793</b>	<b>532,229,584</b>
Contrats et certificats différés . . . . .	242,348		788,347,387
Prestations de décès versées à tempérament . . .			399,864
Primes anticipées . . . . .			14,949
Chèques de rentes en suspens, à recevoir . . . .			87,974
<b>Total . . . . .</b>	<b>351,229</b>		<b>1,321,079,758</b>

**TABEAU 3**  
**Nombre de contrats individuels de rente et de certificats émis et revenu net en primes**

Année terminée le 31 mars	Contrats individuels émis	Certificats de groupe émis	Total des contrats et certificats émis	Revenu net en primes
1909-65 . . . . .	212,101	324,940	537,041	\$1,408,936,697.61
1966 . . . . .	3,143	1,979	5,122	27,114,362.75
1967 . . . . .	2,245	1,172	3,417	21,512,629.26
1968 . . . . .	1,232	1,058	2,290	18,168,892.70
1969 . . . . .	461	942	1,403	14,682,438.02
1970 . . . . .	358	728	1,086	12,895,854.03
<b>Total . . . . .</b>	<b>219,540</b>	<b>330,819</b>	<b>550,359</b>	<b>\$1,503,310,874.37</b>



## Bilan de la caisse des rentes sur l'Etat pour l'année terminée le 31 mars 1970

TABLEAU 1

CAISSE		
En caisse au 1 <sup>er</sup> avril 1969	1,324,634,791.00	
Montant ajouté au compte de 1968-1969	4.63	
Déboursés, 1969-1970, moins recettes	3,153,384.48	
Moins somme transférée au Fonds du revenu consolidé	487,777.15	
En caisse au 31 mars 1970	\$1,320,993,634.00	
PASSIF		
Valeur estimative des rentes en vigueur	\$1,320,993,634.00	
RECETTES		
Rentes immédiates	392,046.20	
Rentes différées	12,503,807.83	
Rentes non réclamées recouvrées du Fonds du revenu consolidé	26,541.38	
Intérêt au 31 mars 1970	51,091,551.47	
Total	\$ 64,013,946.88	
DEBOURSÉS		
Rentes acquises	59,513,765.50	
Valeur capitalisée	565,468.65	
Remboursement de primes avec intérêt (y compris versements à		
tempérément de primes sans intérêt	6,510,275.43	
Remboursement de primes sans intérêt	292,677.56	
Versements aux employés ayant cessés de participer au régime de pension	120,475.13	
Versements aux particuliers ayant abandonnés des rentes individuelles	36,341.32	
Rentes non réclamées transférées au FRC	128,327.77	
Total	\$ 67,167,331.36	
Déboursés moins recettes, 1969-1970	3,153,384.48	
Total	\$ 64,013,946.88	

## REPARTITION

Taux d'intérêt	Montant en caisse au 31 mars 1970	Excédent transféré au FRC
3 %	\$ 78,394,878.00	\$ 50,314.78
3½ %	174,485,888.00	—43,446.99
4 %	988,267,942.00	—941,734.40
5 %	69,497,817.00	1,144,423.94
5¼ %	10,033,369.00	192,112.17
*Aucun intérêt	399,864.00	—
Total	1,321,079,758.00	401,669.50

\*Prestations de décès en dépôt, versées à tempérément.

Le tableau 3 donne un compte rendu du nombre de rentes vendues et du montant touché à leur égard.

Le décret du Conseil C.P. 1970-570 en date du 27 mars 1970, adopté en vertu de la Loi sur les remaniments et transferts de fonctions dans le service public, a

autorisé le transfert des services chargés de l'application de la Loi relative aux rentes sur l'Etat et, par tant, de la Direction des pensions dans l'industrie et des rentes sur l'Etat, du ministère du Travail à la Commission d'assurance-chômage, à compter du 1er avril 1970.

## PENSIONS DANS L'INDUSTRIE ET RENTES SUR L'ETAT

La vente des rentes sur l'Etat a débuté le 1er septembre 1908, date de l'adoption de la Loi relative aux rentes sur l'Etat. La Loi prévoit la vente de rentes différées et de rentes immédiates aux Canadiens, à titre personnel ou dans le cadre d'un régime de pension d'un employeur.

Le gouvernement a cessé, en décembre 1967, de promouvoir intensément la vente des rentes sur l'Etat, étant donné les nombreux moyens maintenant offerts aux gens pour leur permettre d'économiser en prévision de leurs vieux jours, et étant donné les mesures accrues prises par le gouvernement pour assurer la sécurité de la vieillesse. Toutefois, ceux qui le désirent peuvent encore acheter sur demande des rentes sur l'Etat, et les contrats actuels ne sont aucunement touchés par la décision de restreindre les ventes. Cinq bureaux régionaux, situés à Vancouver, Winnipeg, Toronto, Montréal et Moncton, assurent les services nécessaires aux fins des contrats actuels. On a fermé au cours de l'année les bureaux situés à Edmonton, London et Halifax.

Parmi les nouveaux contrats individuels émis au cours de l'année se trouvaient 299 contrats de rentes différées (dont environ 65 p. 100 étaient des contrats de remplacement) et 59 contrats de rentes immédiates. Aucun nouveau contrat de groupe n'a été émis au cours de l'année, mais 728 nouveaux employés sont devenus membres de groupes existants. D'une part, le nombre de nouveaux employés inscrits dans le cadre des contrats collectifs a continué de diminuer et, d'autre part, on a enregistré une hausse de plus de 5 p. 100 dans le nombre des personnes ayant pris leur retraite au cours de l'année et une augmentation correspondante des paiements de prestations-décès.

Le nombre de contrats individuels arrivant à échéance a augmenté constamment au cours des années 1960. Le taux d'augmentation en 1969-1970 a été de 15 p. 100 tandis qu'il avait été de 14 p. 100 en 1968-1969 et de 5 p. 100 en 1967-1968. On prévoit que le nombre de contrats arrivant à échéance augmentera quelque peu d'année en année au cours des quelques dix prochaines années.

Pour la première fois, la valeur totale des chèques de rente émis a dépassé un million de dollars en une année. Quelque 17,300 personnes ont versé 7.1 millions de dollars à l'égard de plans enregistrés d'épargne-retraite au cours de l'année d'imposition 1969. Environ 2,200 d'entre elles, qui ont versé un peu plus de 1.1 million de dollars, étaient également inscrites aux fins de l'impôt sur le revenu du Québec.

L'âge d'admissibilité à la pension de sécurité de la vieillesse ayant été abaissé à 65 ans en janvier 1970, le nombre de demandes d'intégration des rentes dans le Régime de sécurité de la vieillesse a continué de

diminuer. En 1969-1970, 2,044 rentes ont été réduites, les bénéficiaires ayant opté pour une rente à régression. La direction a poursuivi en 1969-1970 le programme visant à obtenir des cartes d'identité de tous ceux qui touchent une rente et elle a reçu au cours de l'année environ 18,000 confirmations d'existence, ce qui en a porté le total à 46,000 à ce jour. Ce programme se continuera jusqu'à ce qu'il ait atteint tous les rentiers actuels.

Au cours de l'année on a mené pour la cinquième fois depuis 1943 une étude quinquennale du taux de mortalité; cette étude a porté sur la période de 1963 à 1968. Les résultats indiquent que:

1. La longévité des retraités continue de s'accroître.
2. La longévité des pensionnés du sexe masculin ne s'est guère accrue.
3. Le taux de mortalité en 1957 assure une marge de sécurité, et cette marge semble plus que suffisante en ce qui a trait à la vie des personnes du sexe masculin.
4. Si l'on faisait une promotion intense de la vente des rentes sur l'Etat, il faudrait songer à réduire les primes dans le cas des personnes du sexe masculin.

*Etat financier* — Le bilan de l'année se trouve au tableau I. Le revenu provenant des primes a accusé une baisse de 2 millions de dollars comparativement au chiffre de l'année précédente et les déboursés en espèces ont dépassé de 54.2 millions de dollars le revenu provenant des primes. Des intérêts de 51.1 millions de dollars ont dû être payés et le compte a baissé de 3.6 millions de dollars. Le surplus transféré aux Fonds du revenu consolidé a été d'environ \$490,000. C'est la dixième année de suite que le Compte des rentes produit un excédent. Le nombre de décès a diminué de 4,850 l'année précédente à 4,668. Dix rentiers étaient âgés de 100 ans ou plus à la date du rapport. Le plus vieux rentier était âgé de 105 ans. Le tableau 2 présente un inventaire des rentes.

*Statistique* — A la fin de l'année, 169,334 personnes étaient assurées en vertu de 1,110 régimes de pension; de ce nombre, 105,187 étaient des personnes en emploi et 64,147 des titulaires de pensions différées acquittées du fait qu'ils avaient quitté leur emploi avant d'avoir atteint l'âge de la retraite ou parce qu'ils avaient cessé de participer aux régimes de pension. Le nombre des contrats individuels de rentes différées en vigueur était de 73,014. Quelque 90,000 personnes touchaient des rentes en vertu de 108,839 contrats et certificats, pour le paiement desquelles 1,033,098 chèques ont été émis. On a également émis 3,547 chèques de remboursement. Au cours de l'année, 4,857 employés ont pris leur retraite avec pension et 3,712 contrats individuels de rente sont arrivés à échéance.



TABLEAU 4  
Loi sur l'indemnisation des marins marchands, résumé statistique

	Sociétés de transport maritime assurées	Nombre de marins (approx.)	Demandes d'indemnisation reçues	Cas d'indemnisation pour incapacité temporaire	Cas d'indemnisation pour incapacité permanente	Accidents mortels
1945-65	—	36	22	16	2	83
1965-66	36	2,300	22	16	2	2
1966-67	37	2,350	25	23	2	2
1967-68	33	2,300	37	33	2	2
1968-69	35	2,400	23	22	3	1
1969-70	37	2,450	28	26	1	1

\*Y compris la Société de développement du Cap-Breton.

	Total . . . . .	5,264,836	726,670	5,991,506
Terre-Neuve . . . . .	53,423	1,351		1,351
Ile du Prince-Edouard . . . . .	31,751			59,239
*Nouvelle-Ecosse . . . . .	1,470,714			35,026
Nouveau-Brunswick . . . . .	134,883			1,608,808
Québec . . . . .	952,222			155,501
Ontario . . . . .	1,334,430			1,140,858
Manitoba . . . . .	125,315			1,507,203
Saskatchewan . . . . .	204,047			137,081
Alberta . . . . .	506,724			236,552
Colombie-Britannique . . . . .	449,976			560,220
Palements à l'égard d'employés embauchés . . . . .				549,667
sur place à l'étranger . . . . .				
Indemnités versées 1969-70	\$	\$	\$	\$
Frais d'administration pour l'année 1969				
Total				

**TABLEAU 3**  
**Indemnités versées et part des frais d'administration assumée par le**  
**gouvernement fédéral, par province**

\*Y compris les demandes provenant de la Société de développement du Cap-Breton.

	Total . . . . .	11,602	3,270	8,369	2	21	334	23,598
Terre-Neuve . . . . .	105	22	72	72	—	1	9	209
Ile du Prince-Edouard . . . . .	38	11	42	42	—	2	—	93
*Nouvelle-Ecosse . . . . .	1,308	1,989	587	587	2	6	16	3,908
Nouveau-Brunswick . . . . .	358	27	269	269	—	—	13	667
Québec . . . . .	2,027	256	2,092	2,092	—	1	20	4,396
Ontario . . . . .	4,449	403	3,304	3,304	—	5	208	8,369
Manitoba . . . . .	461	73	405	405	—	2	9	950
Saskatchewan . . . . .	440	152	244	244	—	—	5	841
Alberta . . . . .	656	107	660	660	—	—	23	1,447
Colombie-Britannique . . . . .	1,423	137	613	613	—	1	31	2,206
Yukon et Territoires du Nord-Ouest . . . . .	337	93	81	81	—	3	—	514
Lesions mineures								
Premiers secours et soins médicaux								
Indemnisation								
Congé pour lesions subies au travail								
Incapacité permanente								
Décès								
Demandes rejetées								
Total								

**TABLEAU 2**  
**Demandes d'indemnisation en 1969-1970, par province et par catégorie**

Ministère ou organisme	Lésions entraînant invalidité(1)	Taux de fréquence des lésions entraînant invalidité	Coût direct global(2)	B. Organismes gouvernementaux non assujettis à la politique du Conseil du Trésor			
				TOTAL	8,748	18.18	3,605,359
Transports				Administration	4	2.71	3,157
				Services de l'air	225	9.69	98,643
				Services de la marine	305	25.09	157,747
				Conseil du Trésor	1	1.19	159
				Commission d'assurance-chômage	34	3.34	19,266
				Affaires des anciens combattants	342	16.21	125,385
TOTAL					8,748	18.18	3,605,359
en matière de sécurité du travail				Energie atomique du Canada, Limitée	51	10.60	22,997
				Arseaux canadiens Limitée	10	7.79	4,024
				Société Radio-Canada	151	8.13	67,850
				Commission des expositions du gouvernement canadien	7	13.29	3,505
				Société canadienne des télé-communications	4	2.62	862
				Société de développement du Cap-Breton	1,869	233.62	852,779
				Société centrale d'hypothèques et de logement	22	4.28	11,618
				Construction de défense (1951) Limitée	7	9.46	1,224
				Conseil de recherches pour la défense	63	14.31	27,998
				Eldorado Nucléaire Limitée	83	44.84	40,855
				Société du crédit agricole	1	0.81	595
				Société de commercialisation du poisson d'eau douce	4	24.32	968
				Commission internationale des pêcheries de flétan	1	82.65	237
				du Pacifique			
				Commission internationale des pêcheries de saumon	0	0.00	33
				Centre national des arts	1	3.67	148
				Office nationale du film	10	4.95	4,399
				Conseil des ports nationaux	138	43.30	56,643
				Conseil national de recherches	44	6.60	14,717
				Commission d'énergie du Nord canadien	21	32.93	7,676
				Northern Transportation Company Limited	43	53.94	23,998
				Commission royale d'enquête sur la situation de la femme au Canada	1	21.08	90
				Administration de la voie maritime du Saint-Laurent	84	23.27	48,259
TOTAL					2,639	39.19	1,197,900

(1) Avant l'année financière 1969-1970, la statistique sur les accidents, publiée par la Direction de la prévention des accidents et de l'indemnisation relative à la Fonction publique du Canada est fondée sur les cas d'indemnisation réglés. Le nombre de lésions entraînant invalidité est maintenant établi d'après les demandes d'indemnisation reçues plutôt que d'après les cas qui ont été réglés au cours de la période.

Il faut donc tenir compte de ce fait lorsqu'on compare ces données statistiques avec celles que les ministères ou organismes eux-mêmes ont établies ou avec les données statistiques établies à l'égard des années précédentes par la Direction de la prévention des accidents et de l'indemnisation.

Il peut également y avoir des divergences entre les données statistiques établies d'après la date des accidents et les données statistiques établies d'après la date des demandes d'indemnisation. Toutefois, ces différences sont en général de peu d'importance, étant donné que les demandes d'indemnisation sont ordinairement présentées sans retard.

(2) Dans les coûts directs on fait entrer le coût des soins médicaux, les congés pour accident, les indemnités et la valeur capitalisée des pensions accordées en cas d'invalidité permanente. On a établi des coûts estimatifs en ce qui a trait aux demandes d'indemnisation qui n'avaient pas été soumises intégralement au moment de la compilation du rapport. Les coûts qui ne sont pas reliés aux blessures, comme les dommages à la propriété et les pertes de matériaux, ne sont pas compris et il n'est pas tenu compte des conséquences indirectes comme la perte de production et les répercussions néfastes des accidents sur le moral des travailleurs.



**TABEAU 1 — STATISTIQUE DES ACCIDENTS**  
**A. Ministères de la Fonction publique**

Ministère ou organisme	Lésions entraînant invalidité (1)	Taux de fréquence des lésions entraînant invalidité	Coût direct global (2)
Agriculture . . . . .	252	11,59	110,135
Bureau de l'auditeur général . . . . .	1	2,14	193
Commission des grains . . . . .	12	5,97	3,412
Imprimerie du gouvernement canadien . . . . .	23	7,48	6,329
Agence canadienne de développement international . . . . .	0	0,00	5
Service canadien des pénitenciers . . . . .	260	26,46	140,373
Conseil de la Radio-Télévision canadienne . . . . .	0	0,00	78
Commission canadienne des transports . . . . .	1	1,23	566
Communications . . . . .	9	3,75	3,403
Consommation et Corporations . . . . .	19	6,32	7,837
Bureau fédéral de la statistique . . . . .	34	4,89	5,839
Energie, Mines et Ressources . . . . .	74	6,93	48,189
Cour de l'échiquier . . . . .	0	0,00	13
Affaires extérieures . . . . .	11	1,73	6,980
Finances . . . . .	1	1,34	124
Pêches et Forêts . . . . .	82	9,59	76,171
Office des recherches sur les pêcheries . . . . .	17	10,66	6,188
Résidence du gouverneur général . . . . .	1	8,40	50
Chambre des communes . . . . .	12	5,74	3,285
Affaires indiennes et Nord canadien . . . . .	336	18,49	202,162
Industrie et commerce . . . . .	7	1,70	1,174
Justice . . . . .	1	1,12	570
Travail . . . . .	6	3,82	848
Main-d'oeuvre et Immigration . . . . .	30	1,72	16,870
Commission de la capitale nationale . . . . .	51	34,70	14,605
Défense nationale . . . . .	2,035	27,27	858,907
Office national de l'énergie . . . . .	2	7,32	832
Santé nationale et Bien-être social . . . . .	120	8,95	46,287
Bibliothèque nationale . . . . .	2	4,51	239
Musées nationaux du Canada . . . . .	3	4,17	550
Commission nationale des libérations conditionnelles . . . . .	1	1,70	550
Revenu national —			
Douanes et Accise . . . . .	35	2,26	13,143
Impôt . . . . .	45	2,44	20,332
Postes . . . . .	3,937	34,57	1,363,348
Bureau du Conseil privé . . . . .	1	1,53	143
Archives publiques . . . . .	1	1,86	881
Commission de la Fonction publique . . . . .	2	0,90	674
Travaux publics . . . . .	263	15,82	185,285
Expansion économique régionale . . . . .	49	14,98	23,345
Gendarmerie royale du Canada . . . . .	34	7,92	11,099
Secrétariat d'Etat . . . . .	2	0,98	1,113
Sénat . . . . .	2	5,25	592
Solliciteur général . . . . .	2	25,40	0
Apprivoisement et services . . . . .	61	3,20	18,283

A la fin du mois de septembre, la direction a terminé la rédaction du premier rapport statistique sur l'ordinaire; elle a diffusé aux ministères et sociétés du gouvernement les renseignements extraits du rapport afin de les aider dans la prévention des accidents. Un rapport de fin d'année plus complexe a été rédigé dans un même but. De nombreux changements ont été apportés au *Manuel de codage* et des séances sur son emploi ont été tenues à l'intention du personnel de la division.

**Indemnisation des marins marchands**

L'application de la Loi sur l'indemnisation des marins marchands incombe à la Commission d'indemnisation des marins marchands qui se compose de trois membres nommés par le gouvernement en conseil. Le chef de la Division de l'indemnisation, de la Direction de la prévention des accidents et de l'indemnisation, est secrétaire d'office de la commission.

Le secrétaire a fait droit à un certain nombre de demandes d'indemnisation pour incapacité totale temporaire, qui n'étaient contestées ni par l'employeur ni par le marin marchand. Pour le résumé statistique, voir le Tableau 4.

La commission a tenu deux réunions au cours de l'année. Il y a eu 28 demandes d'indemnisation, dont une à l'égard d'un accident mortel. A la fin de l'année, huit demandes d'indemnisation étaient encore à l'étude.

employés de ces organismes de la Couronne sont protégés par les dispositions de la Loi sur l'indemnisation des employés de l'Etat, de la même manière que les employés des ministères, conseils et commissions du gouvernement.

Au cours de l'année, 930 cas impliquant des tierces parties ont été étudiés et réglés, soit par l'octroi d'un dédommagement, soit par un jugement portant qu'on ne pouvait pas intenter de poursuites contre la tierce partie. Dans un petit nombre de cas, les employés blessés n'ont pas présenté de demande d'indemnisation, mais ont intenté eux-mêmes des poursuites. La direction a réglé la grande majorité des demandes et en a défrayé 58 au ministère de la Justice. On a recouvré au total une somme de \$163,011, soit par voie de règlement, soit à la faveur d'une décision de la Cour. A la fin de l'année, 362 cas étaient encore en suspens.

Une liaison étroite a été maintenue avec les diverses commissions des accidents du travail, y compris celle du Québec, pour l'analyse de demandes d'indemnisation et l'application de la Loi. Un agent de la division a pris part à plusieurs colloques où il a renseigné les fonctionnaires des ministères sur l'application de la Loi sur l'indemnisation des employés de l'Etat au sein de la fonction publique. On a rédigé de la documentation en français et en anglais et on l'a distribuée aux employés de la Fonction publique afin de les renseigner sur leurs droits et responsabilités en ce qui a trait aux accidents du travail.

Les règlements concernant les chaudières et recipients sous pression sont entrés en vigueur le 1er octobre 1969. On a commencé à élaborer d'autres règlements s'appliquant à toute une gamme de questions relatives à la sécurité du travail, par exemple, le bruit, l'éclairage, les installations sanitaires, les dispositifs de protection aux machines, les matières dangereuses et autres. Ces règlements et d'autres projets de

## Règlements et feuilles de données

sur la prévention des accidents.

Au cours de l'année, le personnel de la division a assisté à 357 réunions et à 44 conférences et colloques. Comme le travail de la division reçoit de plus en plus de publicité, on fait davantage appel à ses ressources pour obtenir des renseignements sur des questions comme les pratiques de sécurité, les problèmes d'ordre technique, la législation et les statistiques. Le personnel de la division, chargé de diffuser l'information, a été doté d'une bibliothèque d'ouvrages de sécurité et d'ouvrages techniques de consultation.

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Une conférence sur la diffusion de renseignements sur la sécurité, entreprise pilote dont l'objet est d'étudier les principes de prévention des accidents du travail et leur application, a été donnée au profit des agents de sécurité de la division et d'un certain nombre d'entrepris et de syndicats relevant de l'autorité fédérale. Les délégués, en plus de passer environ 80 heures autour de la table de conférence, ont dû suivre un cours à la maison. On prévoit pour l'avenir d'autres conférences de perfectionnement du même genre sur les principes de prévention des accidents du travail.

La direction a rédigé la première partie du *Manuel de sécurité professionnelle au Canada* et, à la fin de l'année, elle pouvait être mise en circulation. Cette partie du manuel servira de guide aux personnes chargées d'élaborer un programme de prévention des accidents. Elle traite principalement de questions fondamentales telles que la politique, l'organisation, l'inspection, la recherche et les statistiques.

## Education et formation

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Le tableau 2 donne les sommes payées en indemnités et en frais d'administration pour l'année. La somme des indemnités a augmenté de \$261,372, ou 5.22 p. 100, pour passer à \$5,264,836. Ces dépenses sont partiellement contrebalancées par des remboursements faits au Fonds du revenu consolidé par certaines sociétés de la Couronne pour payer les indemnités versées à leurs employés et leur part des frais d'administration. D'autres sociétés de la Couronne paient une cotisation fixée d'après leur feuille de paie, tout comme la cotisation des entreprises est fixée selon les dispositions des lois provinciales. Dans l'un et l'autre cas, les

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Les principales fonctions de la Direction de la prévention des accidents et de l'indemnisation consistent à élaborer et à appliquer, en conformité des dispositions du Code canadien du travail (Sécurité), un standard satisfaisant de sécurité du travail dans la Fonction publique et dans les entreprises relevant de l'autorité fédérale, et d'assurer l'application de la Loi sur l'indemnisation des employés de l'Etat, en vertu de laquelle des indemnités pour blessures subies au travail sont versées aux employés du gouvernement fédéral. De plus, elle assure l'application de la Loi sur l'indemnisation des marins marchands.

#### Division de la prévention des accidents.

Au cours de sa deuxième année d'activité, la Division de la prévention des accidents a complété une grande partie des travaux préliminaires et d'organisation qui ont caractérisé la première et marqué des progrès importants dans l'application même du programme d'hygiène et de sécurité du travail énoncé dans le Code canadien du travail (Sécurité) pour les entreprises relevant de l'autorité fédérale et par le Conseil du Trésor pour la Fonction publique.

#### Inspections, enquêtes et études de sécurité

Les inspecteurs provinciaux de la sécurité ont examiné pour le compte du ministère fédéral du Travail, conformément aux ententes fédérales-provinciales sur les services d'inspection de sécurité, environ 8,000 lieux de travail, chaudières, réceptacles sous pression, ascenseurs, monte-charges et appareils de levage du gouvernement fédéral. Ce travail, qui nécessite maintenant plus de 700 inspecteurs provinciaux, désignés agents fédéraux de sécurité par le ministre, prévoit que le nombre d'inspections de sécurité passera éventuellement à environ 40,000 par année.

En outre, les agents de sécurité de la Division de la prévention des accidents ont procédé à plusieurs centaines d'inspections, d'enquêtes et d'études spéciales, dont une étude complète sur la sécurité du travail dans six ministères fédéraux et deux grandes industries privées. Ces études ont révélé le besoin d'accroître en général les programmes de prévention des accidents et le sens des responsabilités chez les employeurs comme chez les employés en matière de prévention des accidents.

Le ministère de la Santé nationale et du Bien-être social a mené trente-six études sur l'hygiène du milieu comportant l'analyse de divers dangers, par exemple, le bruit, les gaz toxiques, la poussière et autres; des spécialistes provinciaux en hygiène et le personnel régional de la division ont mené un nombre égal d'études semblables pour le compte de la division.

La Division de la prévention des accidents s'est occupée tout particulièrement des charbonnages de la

Société de développement du Cap-Breton à cause du caractère exceptionnellement dangereux de l'exploitation de la houille. En octobre 1969, un ingénieur de sécurité dans les mines fut affecté au secteur minier de Sydney (N.-E.), pour y effectuer plusieurs enquêtes sur la sécurité dans les mines, et ce, en sus des inspections régulières du ministère des Mines de la Nouvelle-Ecosse, conformément aux dispositions du Code du travail (Sécurité). De plus, il a aidé le patronat à améliorer dans l'ensemble son programme de sécurité du travail.

L'étude sur l'hygiène et les risques d'explosion dus à la poussière de charbon dans les houillères du Cap-Breton, entreprise au mois de mars 1970 par les agents techniques du ministère de la Santé nationale et du Bien-être social et du ministère de l'Energie, des Mines et des Ressources, se poursuivra au cours de la nouvelle année financière.

L'agent régional de sécurité de la Colombie-Britannique a présidé un comité mixte du ministère des Transports et du ministère du Travail, chargé d'enquêter sur les conditions de sécurité, la durée du travail et l'organisation du personnel dans l'industrie du remorquage en Colombie-Britannique. Le comité a présenté un rapport sur ses constatations aux ministères intéressés.

#### Information sur les accidents

La direction a publié, le 1er janvier 1970, *Guide aux employeurs pour l'uniformité dans les enquêtes et les rapports d'accidents du travail aux fins du Code canadien du Travail (Sécurité)*, les rapports d'accidents du travail et les enquêtes à leur sujet. Il vise également à aider les employeurs à établir les rapports d'accidents et à fournir les renseignements voulus qui, en retour, les aideront à réaliser des programmes plus efficaces de prévention des accidents. Quand le Guide aura fait ses preuves, des règlements touchant la formule de rapport d'accident et d'autres détails relatifs aux enquêtes et aux rapports seront établis.

Il faudra deux ou trois ans pour mettre au point un système convenable de compilation et d'analyse des statistiques sur les accidents dans les entreprises privées relevant de l'autorité fédérale, vu qu'un grand nombre d'entre elles n'ont pas tenu de registres d'accidents et que le manque d'uniformité dans les registres déjà existants rend impossible toute comparaison.

Le Conseil du Trésor a récemment adopté pour la Fonction publique un système de rapports d'accidents semblables à celui que le Guide recommande. Les renseignements ainsi fournis seront plus complets en ce qui concerne la cause des accidents que les renseignements généralement obtenus, aux fins d'indemnisation, dans les rapports de lésions subies au travail.

Un programme de traitement de l'information établi en vue de fournir des statistiques sur les accidents

ministère des Postes et aucune autorisation de fournir des heures supplémentaires n'a été accordée.

#### *Plaintes et enquêtes*

Du 1<sup>er</sup> avril 1969 au 31 mars 1970, on a enquêté au sujet de plaintes formulées par 445 travailleurs et elles ont été réglées moyennant le versement d'une somme totale de \$57,217.

Au cours de la même période, on a procédé à 747 inspections dans des cas où l'on n'avait pas reçu de plaintes antérieures, ce qui a entraîné le versement de rajustements à 5,785 employés pour la somme de \$203,776.

De plus, on a procédé à quelque 90 inspections pour s'assurer que les directives émises au cours d'une inspection antérieure avaient été suivies; et on a effectué 295 visites chez des employeurs pour les conseiller au sujet des exigences de la loi.

### CONTRATS DU GOUVERNEMENT FEDERAL

#### **Justes salaires dans les contrats du gouvernement**

Au cours de l'année, de nouveaux progrès ont été enregistrés dans des entreprises importantes auxquelles on a appliqué les conditions de travail établies en vertu des dispositions de la Loi sur les justes salaires et les heures de travail.

#### *Contrats pour travaux de construction, de réparation, de rénovation et de démolition*

Au cours de l'année, la direction a établi 3,438 exposés de conditions de travail contre 3,492 en 1968-1969 et 3,518 en 1967-1968.

On a établi 16 exposés de conditions à l'intention de l'Énergie atomique du Canada Limitée, à l'égard de contrats adjugés en vue des installations de transmissions de la rivière Nelson dans le Manitoba; et 7 exposés de conditions ont été établis à l'intention de l'Énergie atomique du Canada Limitée à l'égard de contrats adjugés pour l'établissement de recherches nucléaires de Whiteshell (Manitoba) et pour la construction de la ville de Pinawa, ce qui porte à 180 le nombre des exposés établis depuis le 8 juin 1961, date à laquelle fut dressé le premier exposé.

#### *Contrats pour la fabrication d'équipement et de fournitures*

Les ministères qui accordent des contrats pour la fabrication d'équipement et de fournitures sont tenus d'inclure des conditions normales de travail parmi les clauses de contrats. Au cours de l'année écoulée, on a adjugé 1,273 contrats. Au cours de la même période, 128 déclarations ont été formulées à l'intention du ministre, indiquant les catégories de travailleurs employés aux fins de ces contrats, les taux de salaires de ces travailleurs et la durée de leur travail. Les chiffres

correspondants pour 1968-1969 représentent 1,092 contrats et 260 déclarations écrites.

Bien que la Loi sur les justes salaires ne s'applique pas aux contrats de service, des exposés de conditions ont été établis, à la demande de certains ministères du gouvernement, relativement à de tels contrats, par exemple les services de ménage et de nettoyage des édifices publics, les services de déménagement du mobilier et des accessoires de bureaux et les services d'alimentation des camps militaires et d'autres établissements.

#### **L'application de la Loi sur les justes salaires**

Toutes les plaintes au sujet d'omissions de la part des entrepreneurs touchant les conditions de travail applicables aux contrats ont été examinées. Au cours de l'année, on a procédé à 1,088 inspections portant sur l'application des conditions en matière de salaire, de durée du travail et d'autres conditions de travail, y compris les dispositions qui interdisent toute discrimination par les entrepreneurs chargés de l'exécution de contrats du gouvernement. Des 1,088 inspections, 518 visaient les entrepreneurs principaux, et 325 les sous-traitants. Le nombre total des inspections réalisées en 1968-1969 est de 756.

Pour assurer l'observation des conditions de travail exigées et le paiement du salaire minimum, en 1969-1970, une somme totale de \$54,316 a été perçue de 138 entrepreneurs et répartie entre 1,220 travailleurs en paiement des salaires qui leur étaient dus par ces mêmes entrepreneurs. Au cours de l'exercice financier 1968-1969, les arriérés de salaire recueillis s'élevaient à \$83,132, à l'égard de 1,736 travailleurs.

#### **Les taux de salaire minimums**

En outre, 22 entrepreneurs ont dû verser la somme de \$3,450 en dommages-intérêts pour avoir omis de se conformer aux conditions fixées dans les alinéas a) et b) de la Loi sur les justes salaires et les heures de travail, contre la somme de \$11,000 perçue de 36 entrepreneurs en 1968-1969.

Au cours de 1969-1970, on a établi des taux de salaire minimums applicables à des contrats du gouvernement. À la suite de 147 demandes formulées, on a fixé d'autres taux de salaire applicables aux employés des ministères et organismes du gouvernement.

Les agents extérieurs de la direction ont mené au total 198 enquêtes sur les salaires, pour recueillir des renseignements sur les taux de salaires payés par les entrepreneurs de l'industrie de la construction et les employeurs de secteurs autres que celui de la construction dans diverses régions du Canada. On a recueilli des renseignements supplémentaires dans les lois provinciales en matière de travail et dans les conventions collectives.



Au cours de l'exercice financier écoulé, le ministre du Travail a nommé deux commissions chargées d'étudier des questions au sujet de l'application de la Partie I du code. Ces enquêtes visaient:

1. Les employés de la Great Northern Railway Company.
2. Les employés de la Division de la Houille, autres que les employés du bureau, de la Société de développement du Cap-Breton.

A la suite du rapport de ces commissions et de celle sur le transport maritime sur le fleuve Saint-Laurent et le long de la Côte est du Canada établie en février 1969, le gouverneur en conseil, sur la recommandation du ministre du Travail, a émis les décrets suivants en vertu de l'article 51 (2) du code:

1. DORS/69-608, le Décret autorisant la prolongation de la durée du travail à la Great Northern Railway Company, qui a suspendu l'application de la Partie I du code pour une période comprenant le 1er décembre 1969 et prenant fin lors des décisions concernant les compagnies ferroviaires ou au moment où le gouverneur en conseil édictera un décret en vertu de l'article 51 (5), selon la plus rapprochée des deux dates. Ce décret de prolongation prévoyait que la durée du travail et les tarifs applicables aux heures supplémentaires seraient ceux établis pour les employés visés par les conventions collectives mentionnées dans l'annexe.

2. DORS/70-15, le Décret autorisant la prolongation de la durée du travail dans le transport des marchandises par bateau sur le fleuve Saint-Laurent et le long de la Côte est du Canada, qui a suspendu l'application de la Partie I du code et a établi des normes intérieures relativement à la durée du travail jusqu'au 31 décembre 1973.
3. DORS/70-18, le Décret autorisant une deuxième prolongation de la durée du travail à la Société de développement du Cap-Breton, qui a suspendu de nouveau l'application de la Partie I du code et a établi une durée intérieure du travail jusqu'au 31 juillet 1971 pour les travailleurs autres que les employés de bureau au service de la Division de la Houille de la Société de développement du Cap-Breton.

### *Souplesse dans l'application du code*

Une certaine souplesse dans l'application du code a été démontrée l'an dernier dans les cas ci-après:

- (1) Il a été fait état, dans 35 cas, de l'application de périodes de 13 semaines ou moins aux fins du calcul de la moyenne et visant environ 1,522 employés, et des périodes d'une durée supérieure à 13 semaines ont été approuvées dans 51 cas visant 2,102 employés.

- (2) Le ministre a également approuvé 78 demandes d'autorisation de travail au-delà de la durée maximale du travail (article 9).
- (3) On a accepté 88 demandes d'approbation d'années de service à une date différente de la date anniversaire d'entrée en fonction d'un employé, aux fins des congés annuels, en vertu de l'article 16 du Règlement.
- (4) On a signalé 36 substitutions d'autres jours à des jours fériés légaux, visant 2,851 employés, en vertu de l'article 28 (1) a) du code et on a approuvé 76 substitutions semblables en vertu de l'article 28 (1) b), visant environ 1,744 employés. Ces substitutions comprenaient soit des substitutions d'autres jours à des jours fériés légaux tel qu'il est mentionné dans la convention collective, ou ainsi qu'il est désigné et approuvé par la majorité des employés visés.
- (5) On a autorisé 22 renonciations aux congés annuels concernant 47 employés conformément à l'article 14 du Règlement d'application, et 11 demandes de remise à une date ultérieure des congés annuels visant 14 employés ont été approuvées en vertu de l'article 15 du Règlement s'y référant.

### **Décret prolongeant la durée du travail dans le transport des marchandises par véhicules automobiles**

L'industrie du camionnage, soumise à la loi du Parlement du Canada, poursuit son activité conformément au Décret prolongeant la durée du travail dans le transport des marchandises par véhicules automobiles (C.P. 1968-581 et modifié par le Décret C.P. 1968-1433) qui suspend l'application de la Partie I du code pour la période allant du 1er juillet 1968 au 30 juin 1971. En vertu de ce décret, il a été fait rapport de périodes de 13 semaines ou moins aux fins du calcul de la durée moyenne du travail au cours de l'exercice financier, dans le cas de 120 routiers au service de 22 employeurs, et le ministre a approuvé des périodes de plus de 13 semaines aux fins du calcul de la moyenne pour 514 routiers au service de 31 employeurs.

Le ministre a approuvé 44 permis de travailler au-delà de la durée maximale du travail en vertu de l'article 8 du Décret et deux autres permis approuvés en vertu de l'article 11, autorisaient le travail au-delà de la durée maximale admissible dans le cadre d'une période de calcul de la moyenne pour les routiers.

### **Décret de prolongation concernant les routiers au service d'un entrepreneur des Postes**

On n'a fait rapport que de 3 périodes de 13 semaines ou moins aux fins du calcul de la moyenne de la durée du travail en vertu du Décret de prolongation concernant les routiers au service d'un entrepreneur du



# PROGRAMME DES NORMES D'EMPLOI

minimum, de congés annuels et de jours fériés légaux payés.

## *Ajourneement et suspensions*

La Loi autorise le ministre du Travail à différer ou à suspendre l'application de la Partie I (durée du travail) en vertu de l'article 51 (1) et de différer l'application de la Partie II (salaire minimum) en vertu de l'article 52, s'il est démontré qu'une telle application immédiate des dispositions de la Loi nuirait injustement aux intérêts des travailleurs ou causerait un grave préjudice à la marche des travaux, des entreprises ou des affaires relevant de l'autorité fédérale. Les pouvoirs conférés au ministre relativement au salaire minimum ont pris fin le 31 décembre 1966.

Au cours de l'année financière écoulée, le ministre du Travail n'a émis aucun ordre d'ajournement ou de suspension de l'application de la Partie I (durée du travail), en vertu de l'article 51 (1). Depuis l'entrée en vigueur de cette loi, un nombre total de 99 ordres d'ajournement et 41 ordres de suspension ont été émis alors que 49 demandes ont été rejetées, en vertu des dispositions spéciales et transitoires de l'article 51 (1). Les ordres d'ajournement et de suspension ont touché 5,145 employés, et les rejets de demandes, 67 employés. Un ordre pouvait viser un seul employeur, un groupe d'employeurs ou l'ensemble des employeurs d'une industrie particulière. Seule l'industrie ferroviaire a bénéficié d'un ordre d'ajournement de la Partie I (durée du travail), en attendant le rejet des soumissions ou la délivrance d'un ordre d'ajournement, avec le salariat et le patronat.

## *Commissions d'enquête*

Une période d'ajournement ou de suspension autorisée, par un ordre émis en vertu de l'article 51 (1) ne doit pas excéder une durée de 18 mois à compter de la date de l'ordre. Des ordres autorisant une plus longue période d'ajournement ou de suspension peuvent être émis par le gouverneur en conseil, en vertu de l'article 51 (2), sur la recommandation du ministre du Travail, s'il ressort d'un rapport ou d'une enquête tenue conformément aux dispositions de l'article 35 du code, qu'une plus longue période d'ajournement ou de suspension est requise dans le meilleur intérêt des employés, ou que certaines dispositions de la Partie I modifieraient indûment toute méthode d'emploi particulière aux travaux, aux entreprises ou aux affaires relevant de l'autorité fédérale.

Le programme des normes d'emploi porte sur l'application des normes établies en vertu du Code canadien du travail (Normes), du Code canadien du travail (Sécurité), de la Loi sur les justes salaires et les heures de travail et des arrêtés ministériels qui s'y rapportent; sur l'application de la législation concernant la réparation des accidents du travail pour autant qu'il s'agisse des marins marchands et des fonctionnaires fédéraux; enfin, sur la tenue d'enquêtes relatives aux droits de la femme en matière d'emploi et sur l'avancement de ces droits. L'application du programme est répartie entre la Direction des normes du travail, la Direction de la prévention des accidents et de l'indemnisation et du Bureau de la main-d'oeuvre féminine.

## NORMES DU TRAVAIL

La Direction des normes du travail est chargée de l'application du Code canadien du travail (Normes) et de la politique en matière de justes salaires et les heures de travail (modifiée) et le Décret C.P. 1954-2029. La direction comprend une organisation centrale composée de deux divisions et de neuf bureaux régionaux. Les bureaux régionaux sont situés à Saint-Jean (T.-N.), Halifax, Fredericton, Montréal, Ottawa, Toronto, Winnipeg, Edmonton et Vancouver. Une division du bureau central, celle des Normes, a la charge administrative du Code canadien du travail (Normes), tandis que la Division des contrats du gouvernement fédéral est chargée de l'application de la politique en matière de justes salaires.

La Direction des normes du travail s'efforce d'assurer, par la persuasion, par des services éducatifs, par des inspections et par l'application effective de la loi, que les employés des industries relevant de l'autorité fédérale bénéficient de tous les avantages auxquels ils ont droit. Le Code canadien du travail (Normes) prévoit également la possibilité d'interdire des poursuites en cas d'infractions. La direction procède également à des enquêtes annuelles sur les salaires afin d'établir le taux des salaires qu'il convient de payer aux travailleurs affectés aux entreprises de construction du gouvernement fédéral.

Le Code canadien du travail (Normes)

Le Code, qui est entré en vigueur le 1er juillet 1965, renferme des dispositions établissant les normes minimales en matière de durée du travail, de salaire

catalogue révisé des ouvrages expressément conçus pour stimuler l'activité des comités. Des demandes de plus de 800,000 exemplaires d'affiches, d'imprimés pour enveloppes de paie et de 'Parlons de...', offerts dans le catalogue, sont venus d'établissements qui ont des comités ouvriers-patronaux.

Au cours de l'année, la direction a publié trois nouvelles publications:

- (i) *Communications* est un dépliant de trois pages qui explique les principes d'une consultation et d'une collaboration efficaces.
- (ii) *L'automatisme et vous* est une brochure de 31 pages qui explique les besoins d'une collaboration accrue entre le salariat et le patronat aux fins de faire face aux problèmes de l'évolution des techniques.
- (iii) *Guide pratique à l'usage des comités ouvriers-patronaux de consultation* est une plaquette de 16 pages qui explique le fonctionnement des comités ouvriers-patronaux de consultation mixte et le rôle et la responsabilité des membres des comités.

Dû à la forte demande pour les publications régulières de la direction il a fallu procéder à la réimpression de quatre reprises.

*Conférences ouvrières-patronales* — La direction a organisé une conférence ouvrière-patronale à Charlottetown (I.-P.-E.), le 11 avril 1969, en collaboration avec le Conseil des relations ouvrières-patronales de l'Île-du-Prince-Édouard. La conférence avait pour thème 'Les communications ininterrompues' et 177 délégués du salariat, du patronat, des établissements d'enseignement et des gouvernements fédéral et provinciaux y assistaient. Un résumé de la conférence a été imprimé sous forme de brochure et envoyé à chacun des délégués.

La direction est actuellement en pourparlers en vue d'organiser des conférences du même genre pour 1970-1971. Le programme qui a trait aux conférences fait partie des efforts de la direction pour convaincre les syndicats et le patronat du bien-fondé de la consultation mixte et pour prouver le besoin actuel de communications pour compléter la négociation collective.

## CONSULTATION OUVRIERE-PATRONALE

Au cours de l'année financière 1969-1970, les 21 agents de relations industrielles au service de la direction ont continué de promouvoir la consultation ouvrière-patronale par la formation de comités mixtes au sein de l'industrie canadienne. Ils ont communiqué avec 991 organisations relevant de l'autorité fédérale et avec 5,446 organisations relevant de l'autorité provinciale. Ils ont eu au total 8,900 entrevues avec des représentants du patronat, des syndicats, du gouvernement fédéral, des gouvernements provinciaux et des autorités municipales pour aider les comités existants ou pour favoriser le principe de la consultation mixte.

En 1969-1970, la direction a organisé 281 nouveaux comités comparativement à 226 en 1968-1969. Au 31 mars 1970, il y avait 2,663 comités inscrits à la direction; ces comités représentaient 155,000 travailleurs relevant de l'autorité fédérale et 666,000, de l'autorité provinciale. La majorité de ces comités font partie de l'industrie manufacturière et de l'industrie des services, et les autres se retrouvent dans diverses industries, par exemple, l'exploitation forestière, les mines, la construction, le transport, les communications, le commerce de gros et de détail et les finances.

La direction s'est efforcée de maintenir à son plus haut niveau l'efficacité des comités existants. Au cours de l'année, les fonctionnaires de la direction ont réussi à restructurer 43 comités dont les normes étaient devenues inférieures aux normes fixées par la direction. Les comités ouvriers-patronaux ont fait appel en plus grand nombre aux fonctionnaires de la direction pour obtenir de l'aide dans l'amélioration et le maintien de communications bilatérales comme moyen de résoudre leurs problèmes réciproques.

*Publications* — Le tirage du bulletin de la direction intitulé *Travail d'équipe dans l'industrie* est passé à 45,000 exemplaires par livraison. Le bulletin, qui paraît dix fois par année, rend compte du travail et des réalisations des comités ouvriers-patronaux inscrits à la direction et traite de questions présentant un intérêt général pour le salariat et le patronat dans le domaine des relations du travail.

Tous les ans, la direction met à la disposition des comités dont les noms sont inscrits sur sa liste un



On a toutefois obtenu des résultats importants dans 15 des cas étudiés. Par exemple: on a offert au plaigant des cours de formation, un travail ou une promotion, ou on l'a inscrit en tête de la liste d'admission à un emploi ou à une promotion; amélioration des politiques d'embauchage de l'employeur relative-ment à l'embauche des minorités; l'employeur et le syndicat ont entrepris une action positive pour contre-carier toute forme de discrimination, y compris l'enga-gement pris par l'employeur ou le syndicat pour faire suivre des cours aux surveillants et au personnel en vue de les sensibiliser; l'établissement d'un dialogue sérieux

On ne peut juger du succès ou de l'échec en se fondant uniquement sur l'aspect présenté par le plaigant, puisqu'une enquête a pour but d'établir les faits et de traiter avec le plaigant et le répondant de la façon qui convient le mieux à l'esprit et à l'intention de la Loi.

Des 61 nouvelles plaintes reçues au cours de l'année, 53 étaient du ressort fédéral.

Au cours de l'année, la direction s'est occupée de 93 plaintes dont 32 provenaient de l'année précédente. Elle a reçu en outre un grand nombre de demandes d'aide et de demandes de renseignements généraux sur les droits de l'homme, grâce à la propagande faite au moyen de fascicules distribués au Canada et à l'étran-ger, aux expositions et aux allocutions.

La direction a organisé à Ottawa une conférence des administrateurs canadiens de la législation des droits de l'homme qu'elle a présidée et à laquelle la plupart des provinces étaient représentées. La confé-rence avait pour objet de discuter des problèmes communs et de la façon d'améliorer la coopération et d'échanger l'information sur les modes de traitement des cas et relative à l'enquête.

La direction a continué à entretenir d'étroites relations de travail avec les organismes provinciaux des droits de l'homme et s'est maintenue en rapport étroit avec les centrales syndicales, les fédérations syndicales provinciales et certains des principaux syndicats, parti-culièrement dans l'industrie de la construction. Grâce à des programmes d'action positive, on est en droit d'attendre des efforts de coopération appréciable en vue de stimuler l'égalité des droits en matière d'emploi.

Dans plusieurs domaines, la direction a aidé les groupes minoritaires à documenter leur position écono-mique et sociale et a aidé les collectivités à mettre sur pied des comités d'action locale avec les statuts néces-saires pour promouvoir effectivement le juste emploi et les droits de l'homme.

On a accompli des progrès encourageants en éta-blissant un dialogue sérieux entre quelques membres des cadres supérieurs du patronat, des syndicats et des fédérations provinciales du travail avec des chefs de file noirs et indiens, parfois au niveau de la collectivité, parfois au niveau régional.

Le personnel est passé de six à dix personnes au cours de l'année et des dispositions ont été prises pour l'augmenter encore au cours du prochain exercice par suite de l'accroissement du volume de travail.

Au cours de l'année, des messages-éclairés ont été télévisés à travers le pays dans tous les principaux centres urbains. Quatre messages-éclairés variant de 10 à 60 secondes ont été produits durant l'année et serviront au cours du prochain exercice. Trois d'entre eux feront prendre conscience à l'employeur des possi-bilités de discrimination dans l'emploi au sein de leur entreprise à cause des préjugés personnels des employés qui s'occupent de la procédure d'embauche. Le quatrième, qui soutient l'action positive, souligne la nécessité pour l'employeur d'exposer clairement sa politique d'embauche à tous ses employés et aux employés éventuels, en particulier ceux qui font partie des groupes minoritaires.

On a continué à distribuer sur une vaste échelle les brochures sur les dispositions de la Loi sur les justes méthodes d'emploi et sur divers aspects des droits de l'homme. Les brochures ont été distribuées à des immigrants éventuels par les bureaux d'immigration situés à l'étranger et on a pu s'en procurer aux Centres de Main-d'œuvre du Canada.

Les agents de la direction ont prononcé un grand nombre d'allocutions et de causeries devant des collecti-vités, lors des réunions et des colloques nationaux et locaux, des réunions provinciales y compris les réunions de fédérations provinciales du travail et une variété d'autres groupes et d'organisations, y compris des clubs sociaux, des organisations de groupes minoritaires et des groupes paroissiaux.

On estime que l'enquête approfondie de chaque cas profite à la fois au plaigant et au répondant, non seulement lorsqu'il y a preuve de discrimination, mais aussi dans les cas où la plainte n'a pas été étayée. Dans un bon nombre de ces derniers cas, l'enquête a aidé les répondants à faire la lumière sur certains problèmes éventuels risquant d'aboutir à des pratiques discrimina-toires. Ces enquêtes ont fait prendre conscience aux cadres supérieurs du besoin accru de comprendre les problèmes des minorités et du besoin de surveiller plus étroitement les secteurs où le personnel subalterne pourrait user de discrimination en faisant jouer leurs préjugés personnels.

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Dix-neuf autres enquêtes se sont tout simplement terminées (par exemple, l'enquête n'a révélé aucune preuve concrète de discrimination; la plainte ne rele-vait pas de la juridiction fédérale; la plainte était retirée; le plaigant souffrait de problèmes antisociaux et psychiatriques, etc.).

A la fin de l'exercice, l'enquête se poursuivait encore dans neuf cas.

De nombreux autres enquêtes se sont tout simple-ment terminées (par exemple, l'enquête n'a révélé aucune preuve concrète de discrimination; la plainte ne rele-vait pas de la juridiction fédérale; la plainte était retirée; le plaigant souffrait de problèmes antisociaux et psychiatriques, etc.).



Pour qu'une action positive soit efficace il faut évidemment qu'elle soit mise en application à tous les paliers de l'entreprise; les contremaîtres et les surveillants, comme les cadres, doivent reconnaître et comprendre l'attitude et les craintes des minorités défavorisées et les problèmes auxquels ceux de leurs membres font face quand ils commencent à travailler. La direction a donc fait les premières démarches au cours de l'année en vue de mettre au point des cours destinés à sensibiliser le personnel de surveillance et les cadres supérieurs.

Dans certains cas, l'action positive a débuté au niveau local ou régional d'une entreprise et, par la suite, le siège social a pris la relève et l'a appliquée à toute l'organisation.

En outre, le siège social a pris la relève et l'a appliquée à toute l'organisation. Dans certains cas, l'action positive a débuté au niveau local ou régional d'une entreprise et, par la suite, le siège social a pris la relève et l'a appliquée à toute l'organisation. Dans certains cas, l'action positive a débuté au niveau local ou régional d'une entreprise et, par la suite, le siège social a pris la relève et l'a appliquée à toute l'organisation.

Dans le domaine des droits de l'homme, la Direction des justes méthodes d'emploi a répondu au cours de l'année écoulée aux nouveaux besoins qui ont commencé à se manifester avec la recrudescence d'exploitations des justes méthodes d'emploi qui interdisent la discrimination dans l'emploi fondée sur la race, la couleur, la religion et l'origine ethnique, au cours de l'année écoulée, il est devenu évident que la discrimination sous toutes ses formes devait faire l'objet d'une attaque concertée. La direction s'est donc lancée dans un programme afin de promouvoir le principe de l'action positive par l'employeur et le syndicat — non seulement dans le but d'éliminer les pratiques discriminatoires mises à jour dans les cas particuliers, mais aussi afin de se lancer dans des efforts positifs pour encourager la formation, le recrutement et l'orientation professionnelle des minorités défavorisées depuis toujours.

## JUSTES METHODES D'EMPLOI

Depuis l'entrée en vigueur de la Loi, 18 demandes de ce genre ont été reçues; huit ont été agréées, trois ont été rejetées et sept ont été réglées sans qu'il soit nécessaire de recourir à une ordonnance du conseil.

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Depuis l'entrée en vigueur de la Loi, le conseil a reçu 129 demandes de révision; il en a agréé 55 entièrement ou partiellement, en a rejeté 67, quatre ont été retirées, une s'est périmée et deux étaient encore à l'étude au 31 mars 1970.

Dix-huit demandes de révision ont été reçues au cours de l'année et une était à l'étude à la fin de l'année précédente. De ces 19 demandes, 13 ont été agréées, deux ont été rejetées, deux ont été retirées et deux étaient à l'étude à la fin de l'année.

Depuis l'entrée en vigueur de la Loi, le conseil a reçu 96 demandes de révocation et a procédé à un travail de révision et de reconsidération qui a abouti à une révocation dans trois autres cas, soit 99 cas au total. Parmi les 96 demandes de révocation reçues au cours de la période, 61 ont été agréées, dans un cas une déclaration a été émise précisant que l'accréditation antérieure par le conseil était sans effet, 27 ont été rejetées, six retirées et une s'est périmée. Trois ordonnances de désaccréditation ont été rendues au cours de travaux de révision et de reconsidération entrepris par le conseil.

Au cours de l'année, 10 demandes de révocation d'accréditation ont été reçues. Parmi ces 10 demandes de révocation, sept ont été agréées, deux rejetées et une retirée. Depuis l'entrée en vigueur de la Loi, le conseil a reçu 96 demandes de révocation et a procédé à un travail de révision et de reconsidération qui a abouti à une révocation dans trois autres cas, soit 99 cas au total. Parmi les 96 demandes de révocation reçues au cours de la période, 61 ont été agréées, dans un cas une déclaration a été émise précisant que l'accréditation antérieure par le conseil était sans effet, 27 ont été rejetées, six retirées et une s'est périmée. Trois ordonnances de désaccréditation ont été rendues au cours de travaux de révision et de reconsidération entrepris par le conseil.

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Depuis l'entrée en vigueur de la Loi jusqu'au 31 mars 1969, le ministre a soumis au conseil huit plaintes de défaut de négocier collectivement. Dans trois cas, le conseil a émis des ordonnances enjoignant aux répondants de négocier collectivement avec les plaignants et, dans un des cas, a subséquemment révoqué l'ordonnance. Il a rejeté quatre plaintes parce que l'article 43 de la Loi ne s'appliquait pas aux questions en litige et a autorisé le retrait d'une plainte de cette nature.

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## Autres activités

Plaintes de défaut de négocier — Au cours de l'année, aucune plainte n'a été adressée au ministre en vertu de l'article 43 de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail, portant qu'une partie a omis de négocier collectivement et, par conséquent, aucune plainte n'a été soumise au conseil.

pour des raisons diverses.

La Direction de la représentation des travailleurs fournit le personnel requis aux fins de l'application des dispositions de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail qui ont trait aux pouvoirs et aux responsabilités du Conseil canadien des relations ouvrières. Le conseil est chargé d'assurer le règlement ordonné des conflits de représentation en se prononçant sur les demandes d'accréditation ou de désaccréditation de syndicates ouvriers en tant qu'agents négociateurs; il est en outre chargé de prescrire, sur demande, la procédure à suivre en matière de griefs et d'arbitrage et de s'occuper, à la demande du ministre du Travail, des plaintes portant qu'une partie aux négociations collectives a négligé de

## REPRESENTATION DES TRAVAILLEURS

A la fin de l'année, la Commission de la Fonction publique avait déjà nommé cinq des six hauts fonctionnaires.

Le groupe se composera de six hauts fonctionnaires, dont trois seront en poste à Ottawa, un à Montréal, un à Toronto et un à Vancouver. Ils auront pour tâche d'entretenir des rapports permanents avec les principaux représentants du patronat et du salariat dans des industries déterminées relevant de l'autorité fédérale, de situer les problèmes qui se font jour avant qu'ils n'aboutissent à la table de négociation et, d'une manière générale, d'empêcher que de graves différends ne deviennent réalité. Les spécialistes du travail, qui collaboreront étroitement avec les fonctionnaires de la Direction de la consultation ouvrière-patronale et de la Direction de l'économique et des recherches du ministère, devront également agir en qualité de médiateurs dans les différends qui surviendront.

*Nomination de spécialistes du travail* — En vue d'une approche tripartite plus constructive à l'égard de la prévention et du règlement des différends du travail, le ministre a annoncé la formation d'un groupe de spécialistes du travail au sein de la Direction de la conciliation et de l'arbitrage.

*Arbitrage* — Au cours de l'année, le ministre a reçu, des parties à des conventions collectives, 32 demandes de désignation d'un arbitre pour connaître de différends ayant surgi entre les parties concernant l'interprétation ou la violation de la convention collective. Le ministre a nommé un arbitre dans 21 cas. Dans les autres cas, les demandes ont été retirées, soit à l'étude, ou les parties ont prévu d'autres dispositions. La désignation d'un arbitre par le ministre n'est pas prévue par la Loi et constitue un service rendu en vertu de l'article 19 de la Loi.

31 ont été retirés, dont huit à la suite de l'institution d'une commission d'enquête industrielle; 21 ont été abandonnés, 23 ont donné lieu à l'autorisation ou au refus d'autorisation de poursuivre, et deux sont encore à l'étude.

## LE CONSEIL CANADIEN DES RELATIONS OUVRIÈRES

Le Conseil canadien des relations ouvrières a siégé 34 jours au cours de l'année. Le conseil a tenu 29 séances au cours desquelles il a entendu les témoignages oraux présentés par les représentants d'employeurs, de syndicates ouvriers et de diverses autres parties en cause dans 42 cas. Un bon nombre des cas soumis au conseil sont réglés sans qu'il soit nécessaire de tenir d'auditions.

*Accréditation* — Les 140 demandes d'accréditation d'agents négociateurs reçues par le conseil au cours de l'année touchaient quelque 5,000 travailleurs. En outre, 26 demandes d'accréditation étaient à l'étude à la fin de l'année précédente. De ces 166 demandes, qui touchaient directement quelque 5,700 travailleurs, 79 ont été agréées, 31 rejetées, quatre renvoyées *sine die* et 20 retirées. A la fin de l'année, les 32 autres demandes étaient encore à l'étude. Au cours de l'année, le conseil a ordonné la tenue de 16 scrutins de représentation dans le cas de demandes de révocation d'accréditation.

Les 31 demandes d'accréditation qui ont été rejetées l'ont été, dans 10 cas, parce que le demandeur n'avait pas réussi à prouver qu'il représentait la majorité des personnes en cause; 12 ont été rejetées parce qu'elles visaient des groupements non appropriés, quatre autres parce qu'elles avaient trait à des travailleurs et à des employés occupés dans un travail, une affaire ou une entreprise qui n'entrerait pas dans le champ d'application de la Loi; une avait été adressée avant l'expiration de 10 mois de la période d'application d'une convention et quatre ont été rejetées pour des raisons diverses.

Depuis l'entrée en vigueur de la Loi jusqu'au 31 mars 1969, le conseil a reçu 2,323 demandes d'accréditation touchant directement quelque 282,600 travailleurs. En tout, 1,347 demandes ont été agréées, 482 rejetées, 454 retirées, huit se sont périées ou ont été renvoyées *sine die* et 32 étaient à l'étude à la fin de l'année. Au cours de cette période, le conseil a ordonné la tenue de 383 scrutins de représentation dans le cas de demandes d'accréditation et la tenue de 23 scrutins dans le cas de demandes de révocation d'accréditation.

Des 482 demandes rejetées au cours de cette période, 267 l'ont été parce que le demandeur n'a pas prouvé qu'il représentait la majorité des personnes en cause, 109 parce qu'elles s'appliquaient à des groupements non appropriés, 41 parce qu'elles se rapportaient à des travailleurs et à des employés occupés à un travail, une affaire ou une entreprise ne relevant pas de l'autorité du conseil, quatre parce qu'elles avaient été

faire tous les efforts raisonnablement possibles pour conclure une convention collective. Les cadres et les membres du personnel de la Direction de la représentation des travailleurs agissent en qualité d'agents et de membres du personnel du conseil.



Mesures de conciliation en vertu de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail à compter de l'année financière commençant le 1er avril 1949 jusqu'à l'année se terminant le 31 mars 1970, selon les résultats obtenus

Année financière se terminant le 31 mars	(1*)	(2)	(3)	(4)	(5*)	(6)	(7)	(8)	(9)	(10)	(11)
	Nombre de cas soumis aux conciliateurs	Cas dont les conciliateurs se sont occupés	Cas réglés par les conciliateurs	%	Différends dont les commissions se sont occupées	Différends réglés par les commissions	Cas réglés par des commissions et par voie subséquente à conciliation de médiation sans arrêt de travail	%	Total de cas réglés par des conciliateurs, Commissions de conciliation et par voie subséquente à conciliation de médiation sans arrêt de travail	Grèves légales	Pourcentage total de cas réglés sans arrêt de travail
1950	34	28	15	54	18	12	11	92	26	1	96
1951	44	38	19	50	21	12	9	75	28	3	90
1952	46	37	18	49	35	20	19	95	37	1	97
1953	63	55	32	58	37	25	24	96	56	1	98
1954	66	55	37	67	30	25	23	92	60	2	97
1955	80	74	48	65	30	12	10	83	58	2	97
1956	53	49	31	63	38	23	17	74	48	6	89
1957	60	51	32	63	40	31	25	81	57	6	90
1958	117	88	53	60	44	23	22	96	75	1	99
1959	108	88	63	72	44	30	24	80	87	6	94
1960	106	91	72	79	36	28	27	96	99	1	99
1961	82	70	52	74	27	15	13	87	65	2	97
1962	90	76	51	67	40	25	21	84	72	4	95
1963	79	68	51	75	32	23	18	78	69	5	93
1964	81	59	46	78	23	15	13	87	59	2	97
1965	115	86	65	76	32	21	17	81	82	4	95
1966	134	104	68	65	46	31	25	81	93	6	94
1967	128	100	72	72	47	40	29	73	101	11 <sup>1</sup>	90
1968	142	114	80	70	36	24	19	79	99	5	95
1969	165	137	108	79	40	32	24	75	132	9	94
1970	155	123	78	63	42	23	15	65	93	15 <sup>2</sup>	86

\*Les colonnes 1 et 5 comprennent des conflits reportés de l'année précédente et des cas en suspens.

<sup>1</sup>Y compris la grève nationale des cheminots qui résultrait des 5 conflits distincts soumis à 5 commissions de conciliation mais qui n'ont provoqué qu'une seule grève mettant en cause tous les syndicats concernés.

<sup>2</sup>Comprend trois conflits distincts du camionnage mettant un seul employeur en cause, ainsi que trois conflits distincts touchant un seul employeur du domaine des communications; toutefois une seule grève à éclaté dans chaque cas.



de la loi\*, selon les résultats obtenus

Depuis le début jusqu'au 31 mars 1970	Nombre de travailleurs directement touchés	Différends dont s'occupaient les commissions de conciliation au début de la période . . . . .	28 127	8,124 33,863	1,643 —	1,082,017 —	Totaux . . . . .	Différends réglés par les conciliateurs . . . . . Différends non réglés par les conciliateurs . . . . . Différends éteints; nulle autre mesure requise . . . . . Différends dont s'occupaient les conciliateurs à la fin de la période . . . . .	78 45 — 32	19,159 17,215 — 5,613	1,068 507 386,120 687,356 2,928 5,613	1,643 32	1,082,017	Totaux . . . . .	Différends dont s'occupaient les commissions de conciliation au début de la période . . . . . Différends dont les parties étudiaient les recommandations de la commission de conciliation au début de la période . . . . . Différends soumis à des commissions de conciliation .	42 34 — 8	18,477 10,517 — 7,960	1,643 510 — —	1,082,017 1,513,216 — —	Totaux . . . . .	Différends réglés par les commissions de conciliation . . . . . Différends non réglés par les commissions de conciliation . . . . . Différends éteints; nulle autre intervention de commission requise . . . . . Différends dont les parties étudiaient les recommandations de la commission de conciliation à la fin de la période . . . . . Différends dont s'occupaient des commissions de conciliation à la fin de la période . . . . .	15 8 — 19 42	4,357 10,430 — 3,690 18,477	368 106 — 19 510	1,018,144 490,806 — 3,690 1,513,216	576 — — — —																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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de négociation vers la fin de juillet. Le ministre assistait à la dernière séance de négociation qui a duré 11 heures pour finalement aboutir à une entente. Les syndicats ont, par la suite, ratifié l'entente qui prévoyait une augmentation globale de salaire d'environ 19 1/2 p. 100 répartie sur les deux années d'application d'une convention entrant en vigueur le 1er janvier 1969. La grève a pris fin le 5 août.

Le 4 février, le ministre a chargé un conciliateur de connaître d'un différend opposant la Bell Canada et l'Association des employés du trafic. Quelque 8,500 travailleurs étaient en cause. Le conciliateur a tenu des réunions avec les parties durant tout le mois de février et il a réussi à réduire de beaucoup le nombre de questions en litige. Le ministre a participé aux négociations au cours de la fin de semaine du 27 février et, après de longues heures de négociation serrée, une entente est intervenue. La convention, que les travailleurs ont ratifiée, prévoyait une augmentation du salaire hebdomadaire de \$12,50 applicable au taux le plus élevé. La durée d'application de la convention était fixée à 18 mois à compter du 1er mars 1970.

Au cours de l'année, le ministre a reçu le rapport de la Commission d'enquête industrielle instituée en 1968 pour enquêter sur certaines conditions, certains agissements et certaines questions ayant donné lieu à de l'agitation ouvrière aux ports de Montréal, Trois-Rivières et Québec (Québec). Le commissaire était l'hon. Arthur Smith. Son rapport a été publié en février. À la fin de l'année, les parties en cause étudiaient les recommandations de la commission.

#### Autres mesures

*Demandes d'autorisation de poursuivre* — Au cours de l'année, le ministre a reçu 57 demandes d'autorisation de poursuivre en vertu de l'article 46 de la Loi. Trente-six de ces demandes, y compris quatre demandes reportées de l'année précédente, ont été agréées; deux ont été refusées ou rejetées; 12 ont été abandonnées, et 11 sont encore à l'étude.

Depuis l'entrée en vigueur de la Loi, le ministre a reçu 472 demandes d'autorisation de poursuivre. De ce nombre, 150 ont été agréées, 39 rejetées, 12 réglées, 232 retirées, 28 ont été abandonnées, et 11 sont encore à l'étude.

*Plaintes pour infraction à la Loi* — Le ministre a reçu trois plaintes pour infraction alléguée aux dispositions de la Loi au cours de l'année; l'article 44 autorise des plaintes de la part de personnes qui se prétendent lésées en raison de ces infractions. Une de ces plaintes a été retirée et deux ne sont pas encore réglées.

Depuis l'entrée en vigueur de la Loi, 134 plaintes ont été formulées en vertu de l'article 44. Vingt-deux cas ont été réglés, un par une commission d'enquête industrielle et 21 par des conciliateurs. Trente-cinq cas n'ont pas été réglés ou ont été rejetés faute de preuves;

Travail a pris l'avion à destination de Vancouver, le 6 février, afin de participer aux négociations.

Avec la participation du ministre, la médiation s'est poursuivie sans arrêt toute la fin de semaine pour aboutir à une entente aux petites heures du matin, le lundi 9 février. L'entente finale comprenait la même augmentation globale de salaire qu'auparavant, soit \$1,15 l'heure, répartie sur les trois années de la durée d'application de la convention. Les principaux changements apportés par la nouvelle convention collective étaient: la diminution des exigences de disponibilité concernant la garantie des salaires, l'application de la garantie à un plus grand nombre de travailleurs; la modification de la composition normale des équipes affectées aux navires hauturiers; et des restrictions au prolongement de la durée des postes. Les syndicats se sont réunis pour discuter du projet de convention, puis l'Union internationale des débardeurs a tenu un référendum. À l'exception des syndicats de New West-minster, la plupart des sections ont voté en faveur de l'entente. La nouvelle convention a été ratifiée par une majorité de 55 p. 100, puis les ports de la côte du Pacifique ont repris leurs travaux le vendredi 13 février.

*Téléphone* — Un conciliateur ayant été impuissant à régler trois différends opposant la Compagnie de téléphone de la Colombie-Britannique à la Fédération des travailleurs du téléphone de la Colombie-Britannique, le ministre a institué trois commissions de conciliation distinctes. Les trois différends mettaient en cause des divisions des installations, du trafic et des employés de bureau de la Fédération et touchaient un total de 6,300 travailleurs.

Les trois commissions de conciliation ont été entièrement constituées en avril lorsque le ministre a nommé M. Joseph Smith, de Vancouver, président de chacune des commissions. Le ministre a reçu les rapports des commissions en mai. Un rapport unanime a été présenté dans le cas des divisions des installations et du trafic, et la commission a recommandé une augmentation globale de salaire de 17 p. 100 répartie sur deux ans. Dans le cas de la division des employés de bureau, la majorité de la commission (le président et le membre désigné par l'employeur) a recommandé une augmentation analogue de 17 p. 100.

L'employeur a accepté les recommandations unanimes et la recommandation majoritaire des commissions. Toutes les divisions du syndicat ont rejeté les recommandations et les travailleurs ont voté à 86 p. 100 en faveur de la grève. Vers la troisième semaine de juin, la Fédération a ordonné une grève tournante, touchant chaque jour un nouvel endroit, pour exercer une pression sur les divers secteurs d'exploitation de la compagnie. Toutefois, cette méthode a été abandonnée le 27 juin et une grève générale a été déclenchée. Le ministre a offert les services de médiation du ministre. Sur les ordres du ministre, le conciliateur en chef du ministère, à Vancouver, a ramené les parties à la table



avantages sociaux et apportait des rajustements aux échelles de salaire de certaines catégories. La nouvelle convention serait en vigueur pour une période de deux ans à compter du 1er mars 1969.

*Services de traversiers* — En juillet, un conciliateur a tenté en vain de régler un différend opposant la Guilde de la marine marchande au Service de traversiers du CN entre Borden et Cape Tormentine. Le ministre a institué une commission de conciliation et l'a pleine-ment constituée, le 8 septembre, alors qu'il en a confié la présidence au juge Nathan Green, d'Halifax.

Au cours des quelques mois qui ont suivi, le président et ses collègues de la commission ont fait de grands efforts pour rapprocher les parties en conflit. De nombreuses rencontres ont eu lieu durant une période de plusieurs mois et, en mars 1970, le président de la commission a signalé qu'une entente était intervenue.

Le règlement du différend a mis fin à la menace d'un arrêt du service de traversiers qui aurait gravement paralysé le transport entre le continent de l'Île-du-Prince-Édouard. La nouvelle convention collective sera en vigueur durant deux années à compter de février 1969. Le règlement prévoit, entre autres choses, une augmentation globale de salaire de 13 p. 100 répartie sur la durée d'application de la convention.

*Travaux de débarquement* — Au début de l'année, on a commencé des négociations anticipées dans un différend opposant le Syndicat international des débardeurs et des employés d'entrepôts à la *British Columbia Maritime Employers Association*. Quelque 3,200 débardeurs étaient en cause et la convention collective devait prendre fin le 31 juillet. Les négociations ayant abouti à une impasse, le ministre a nommé un conciliateur le 12 mai, mais, à la fin du mois, le conciliateur a annoncé qu'il était incapable de rapprocher les parties en conflit.

Le ministre a institué une commission de conciliation et l'a entièrement constituée le 5 juin par la nomination de M. Roy A. Gallagher, c.r., de Winnipeg, au poste de président. La commission a tenu des séances à Vancouver, les 23, 24 et 25 juin, mais elle n'a pu trouver de terrain d'entente. Le ministre a reçu le rapport de la commission de conciliation le 17 juillet. Le président et le membre désigné par l'employeur ont présenté un rapport majoritaire qui a été communiqué aux parties le même jour. Le rapport majoritaire recommandait une journée ininterrompue de travail, une durée hebdomadaire du travail garantie jusqu'à concurrence de 40 heures, qui serait entièrement en vigueur la seconde année d'application d'une convention de deux ans, ainsi qu'une augmentation globale de salaire de 70c. l'heure, qui porterait le salaire de base de \$3,88 à \$4,58, le 1er août 1970. La commission laissait aux parties le soin de décider si la durée d'application de la convention serait de plus de deux ans. Le syndicat a rejeté ces recommandations, tandis que les employeurs les acceptaient, sous réserve qu'elles

58 p. 100.

Les négociations se sont poursuivies tout au long du mois d'août, mais sans succès. Lorsque le syndicat a voté en faveur de la grève, le ministre a ordonné au directeur de la conciliation et de l'arbitrage de se rendre à Vancouver, le 20 septembre, pour servir de médiateur dans le différend. Après cinq jours de séances de médiation intensive, le médiateur fédéral a signalé qu'aucun progrès n'était possible. Le 25 septembre, les débardeurs se sont retirés du port et la grève a commencé.

Le 17 octobre, le médiateur, qui était retourné à Vancouver plus tôt au cours du mois, a signalé qu'une entente était intervenue après onze jours de séances ininterrompues. L'entente prévoyait, entre autres choses, une augmentation globale de salaire de 85c. l'heure, répartie sur la durée d'application d'une convention de deux ans. Les débardeurs ont rejeté l'entente par un vote de 70 p. 100. Le 30 octobre, le ministre du Travail, le sous-ministre adjoint (relations du travail) et le médiateur arrivaient à Vancouver pour rencontrer les parties et trouver un terrain d'entente. Après deux jours de médiation ininterrompue, une entente est intervenue à 5h. du matin, le 1er novembre. Toutefois, les débardeurs ont rejeté une seconde fois l'entente par un vote d'environ

novembre.

Après l'élection, un nouveau groupe de négociateurs syndicaux a rencontré les employeurs, en janvier. Au début de février, les représentants des deux parties ont élaboré une nouvelle entente qui prolongeait la convention de deux ans et demi à partir de sa signature, soit trois ans à compter de la date d'expiration de l'ancienne convention. L'augmentation globale de salaire répartie sur la durée d'application de la convention était de \$1,15 l'heure. Le 4 février, le syndicat a présenté la nouvelle entente à ses membres qui l'ont rejetée de nouveau, cette fois par un vote serré de 51 p. 100 contre; la grève a commencé le 5 février. Le lendemain, le médiateur fédéral a réuni de nouveau les parties à la table de négociation et le ministre du



L'employeur a accepté les recommandations, mais le syndicat les a rejetées. Le syndicat a reçu l'autorisation de ses membres de prendre des mesures de grève. Toutefois, les parties ont repris les négociations et en sont venues à une entente, ce qui a permis d'éviter la commission au point de vue salaire, augmentait les

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Beaucoup de progrès ont été accomplis avant la date limite, et le 15 juillet, il ne restait plus à négocier que les questions monétaires. Le lendemain, après une séance de négociations qui a duré toute la nuit, les parties se sont entendues et ont par la suite ratifié l'entente. Les conditions du règlement comprenaient une augmentation globale de salaire de 16 p. 100, accordée en deux étapes au cours de la durée d'application de 26 mois d'une convention en vigueur à compter du 1er août.

Lors d'un autre différend opposant Air Canada à cette fois, l'Association canadienne du personnel de lignes de transport aérien, le ministre a nommé deux fonctionnaires du ministère, à Montréal, médiateurs fédéraux. Le différend touchait quelque 2,000 préposés aux ventes. Les deux parties avaient demandé au plus tôt la médiation du différend, avant l'expiration de leur convention collective, le 31 juillet. Le ministre a demandé aux médiateurs de se livrer à une médiation intensive jusqu'au 15 juillet et, s'il n'y avait pas accord, de se retirer du différend.

100 répartie sur une période de 26 mois. employés une augmentation globale de salaire de 16 p. qui entrerait en vigueur le 1er janvier 1969, accordait aux l'entente le 19 mai et la grève a pris fin. La convention, sous réserve de ratification. Les syndiqués ont ratifié médiateurs ont signalé qu'une entente était intervenue, après quatre jours de négociations intensives, les Le 13 mai, la médiation a recommencé à Montréal et, nouvelle rupture des pourparlers, deux jours plus tard. à Ottawa, à la demande du ministre, mais il y a eu une

A la demande du ministre, les parties ont repris de nouveau les négociations le 20 avril avec l'aide des médiateurs. Le 25 avril, les négociateurs ont déménagé

Les médiateurs ont rencontré les parties le 10 avril et les réunions se sont poursuivies jour après jour jusqu'au 15 avril, date de la rupture des pourparlers. L'offre de l'employeur, soit une augmentation de salaire de 23 p. 100 répartie sur trois ans, a été présentée aux syndiqués qui l'ont rejetée à la recommandation du comité négociateur du syndicat. Le syndicat, qui avait auparavant obtenu l'autorisation de ses membres de déclarer la grève, a fixé le début de la grève à minuit, le dimanche 20 avril. La grève a commencé à cette date.

*Transport aérien* — Avant la fin de l'année précédente, un conciliateur avait tenté en vain de régler un différend opposant Air Canada à l'Association internationale des machinistes et des travailleurs de l'aéronautique. A la demande des deux parties, le ministre n'a pas nommé de commission de conciliation. Des négociations subséquentes ont abouti à une impasse et, le 9 avril, le ministre a nommé le sous-ministre adjoint (relations du travail) et le directeur de la conciliation et de l'arbitrage médiateurs fédéraux. Environ 6,000 travailleurs étaient en cause.

Les différends qui ont le plus exigé des services de conciliation du ministère en 1969-1970 se rapportaient au transport aérien, aux services de traversiers, au débardage et au téléphone.

## SERVICE DE CONCILIATION ET ARBITRAGE

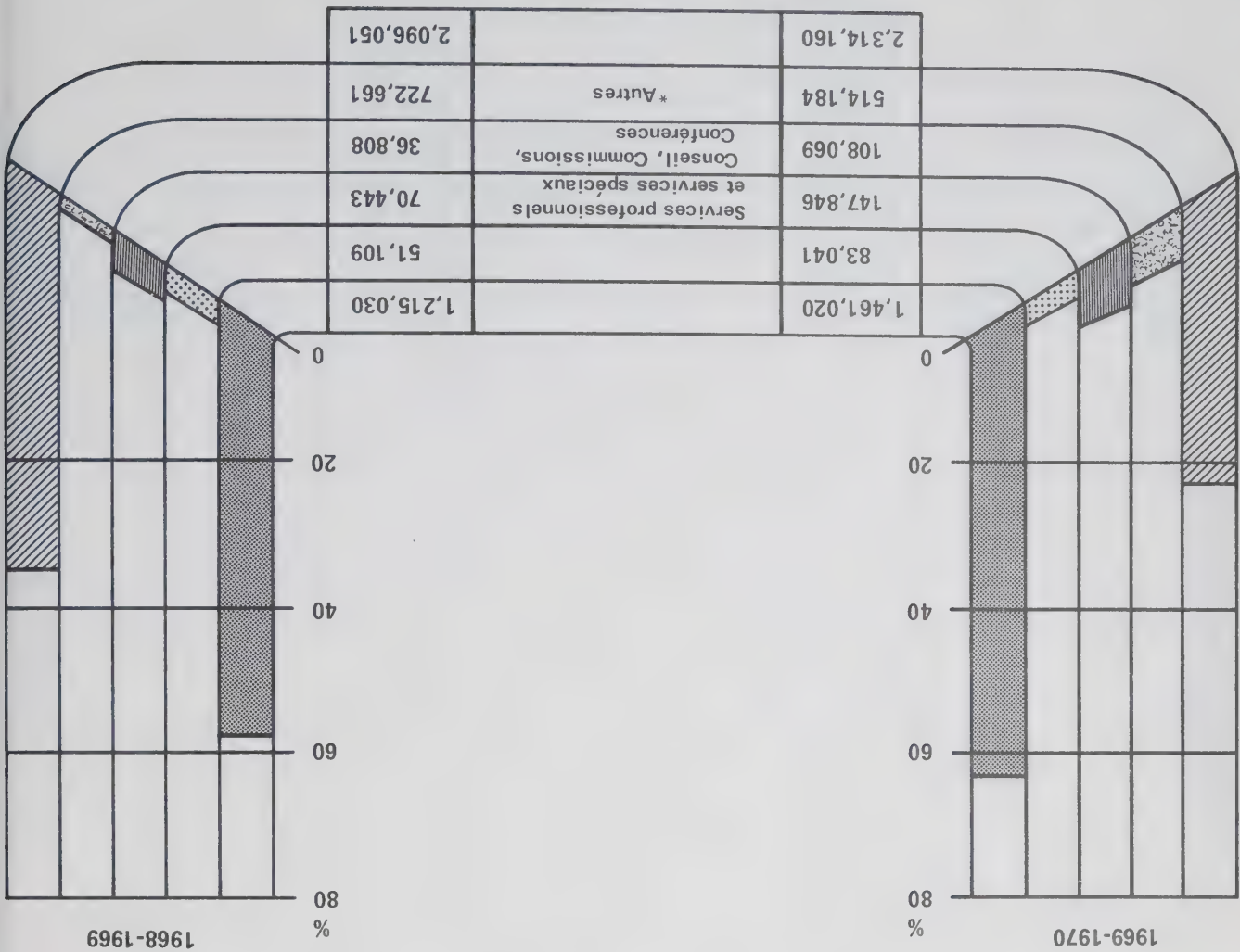
En vertu de son programme des relations du travail, le ministère doit assurer les services de conciliation et de médiation prévus dans la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail, doter en personnel de soutien le Conseil canadien des relations ouvrières, organisme indépendant, encourager l'adoption de meilleures méthodes de consultation ouvrière-patronale, élaborer, en vertu de la Loi sur les justes méthodes d'emploi, un programme visant à supprimer la discrimination inadmissible en matière d'emploi et créer un plus grand nombre d'occasions d'emploi pour les membres des groupes minoritaires qui, de tout temps, ont été désavantagés. L'application du programme est répartie entre la Direction de la conciliation et de l'arbitrage, la Direction de la représentation des travailleurs, la Direction de la consultation ouvrière-patronale et la Direction des justes méthodes d'emploi.

État comparatif des dépenses pour les années 1969-1970 et 1968-1969

RECHERCHES ET DÉVELOPPEMENT

Direction		1969-1970	1968-1969
Administration, bureau du directeur général	\$	427,768	50,909
Économique et recherches		1,231,423	997,671
Législation ouvrière		135,796	121,543
Affaires internationales du travail		414,007	380,311
Services spéciaux		1,233	457,435
Bibliothèque		103,935	88,152
	\$	2,314,160	2,096,051

Utilisation des ressources financières

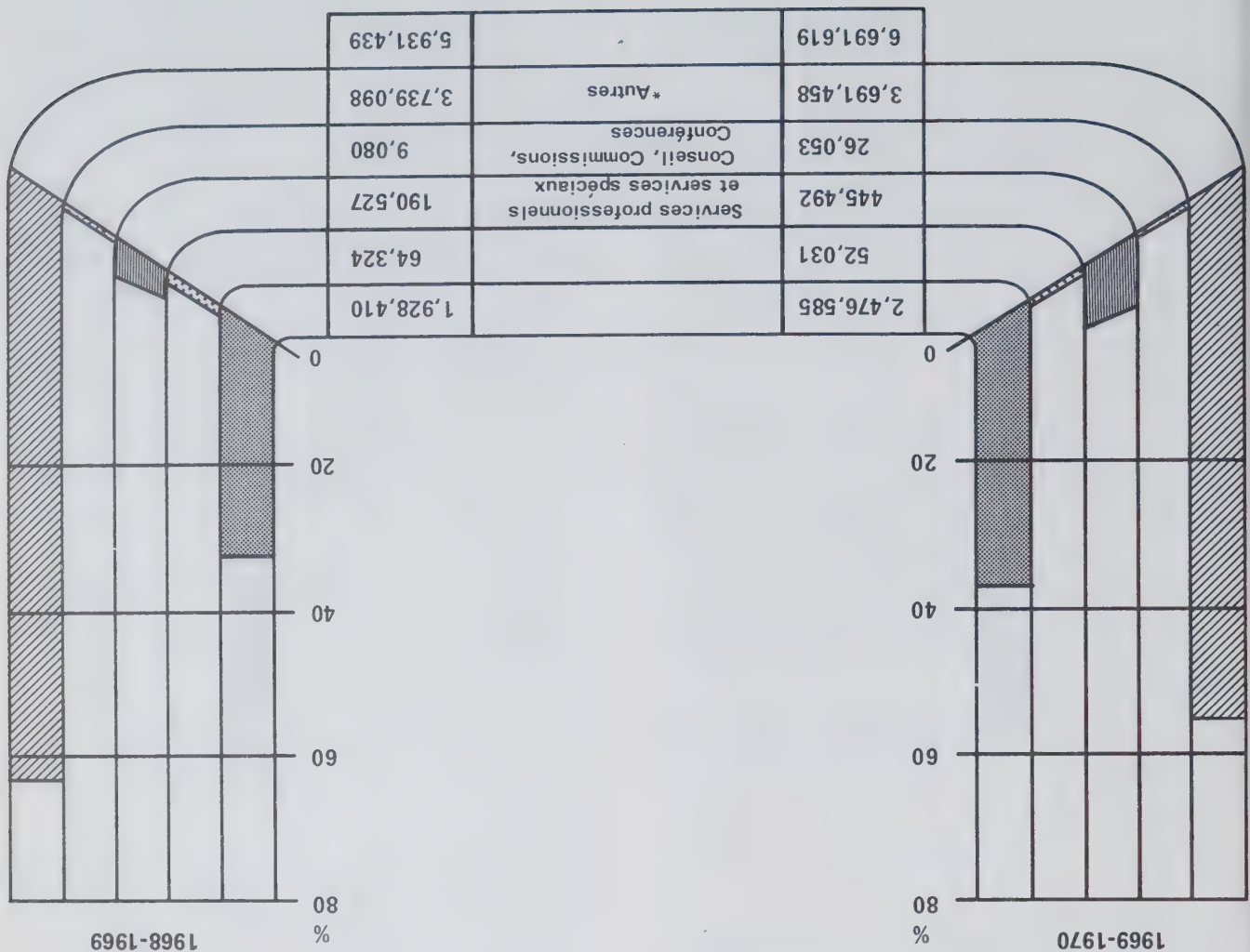


État comparatif des dépenses pour les années 1969-1970 et 1968-1969

NORMES DU TRAVAIL ET PRESTATIONS

Direction			
		1969-1970	1968-1969
Administration, bureau du sous-ministre adjoint		\$ 38,812	\$ 35,799
Normes du travail		950,312	709,920
Bureau de la main-d'oeuvre féminine		99,766	75,435
Pensions dans l'industrie et rentes sur l'État		1,069,874	930,577
Prévention des accidents et indemnisation		4,532,855	4,179,708
		\$6,691,619	\$5,931,439

Utilisation des ressources financières



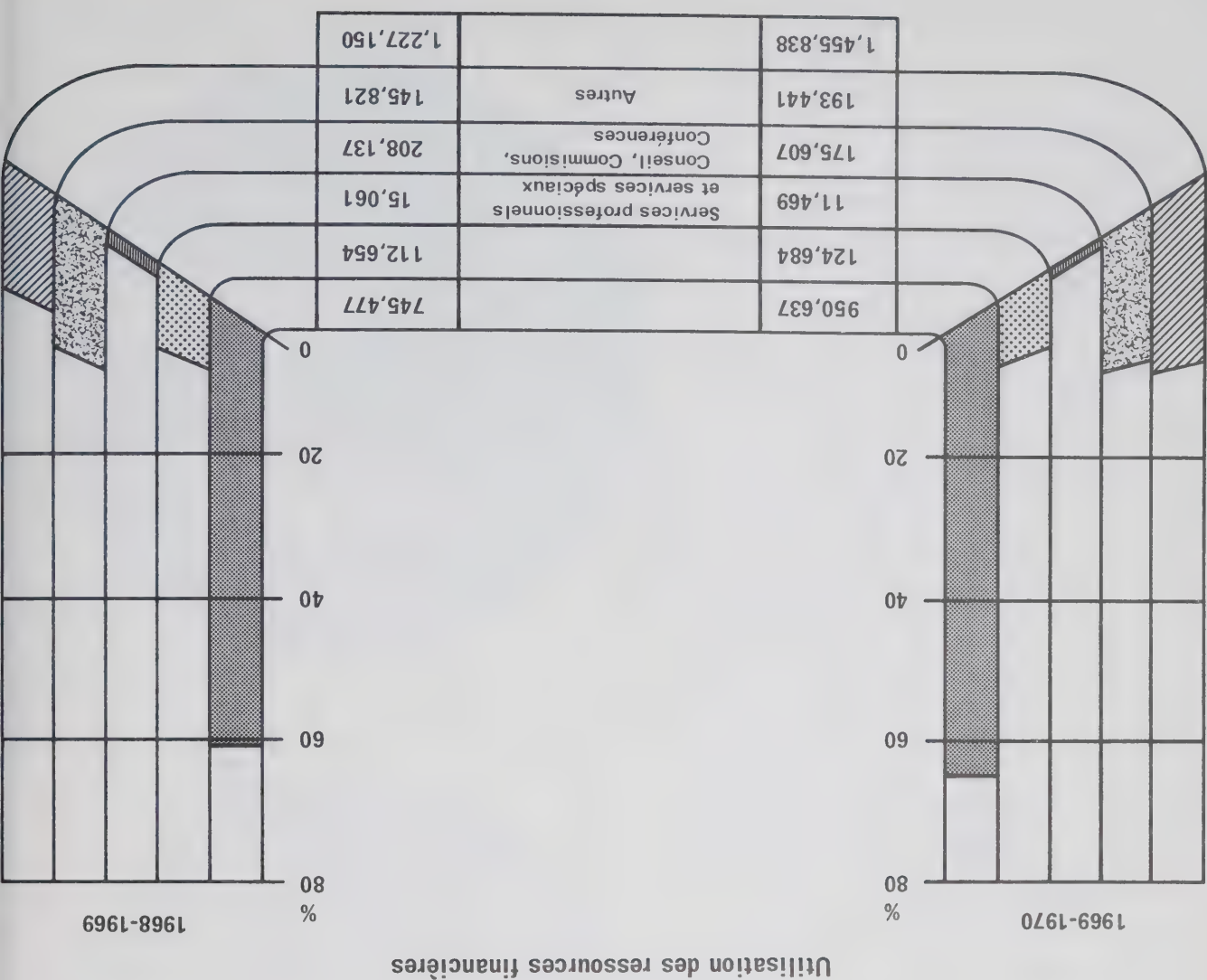
\* Y compris les versements d'indemnités



État comparatif des dépenses pour les années 1969-1970 et 1968-1969

RELATIONS DU TRAVAIL

Direction		1969-1970	1968-1969
Administration, bureau du sous-ministre adjoint		\$ 48,862	\$ 37,752
Conciliation et arbitrage		546,795	491,006
Consultation ouvrière-patronale		524,232	428,572
Représentation des travailleurs		172,788	142,132
Justes méthodes d'emploi		163,161	127,688
		\$1,455,838	\$1,227,150

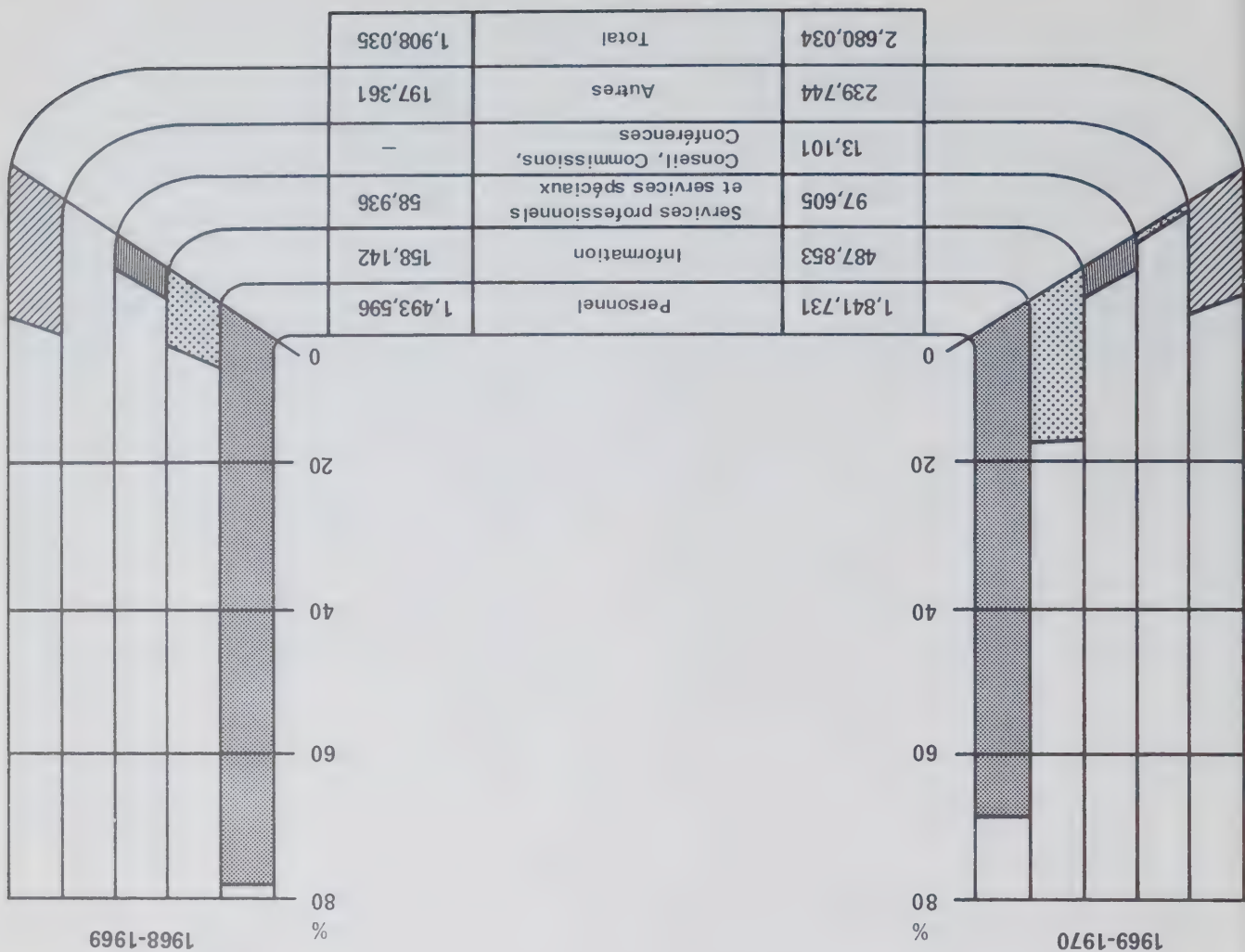


Etat comparatif des dépenses pour les années 1969-1970 et 1968-1969

ADMINISTRATION GÉNÉRALE

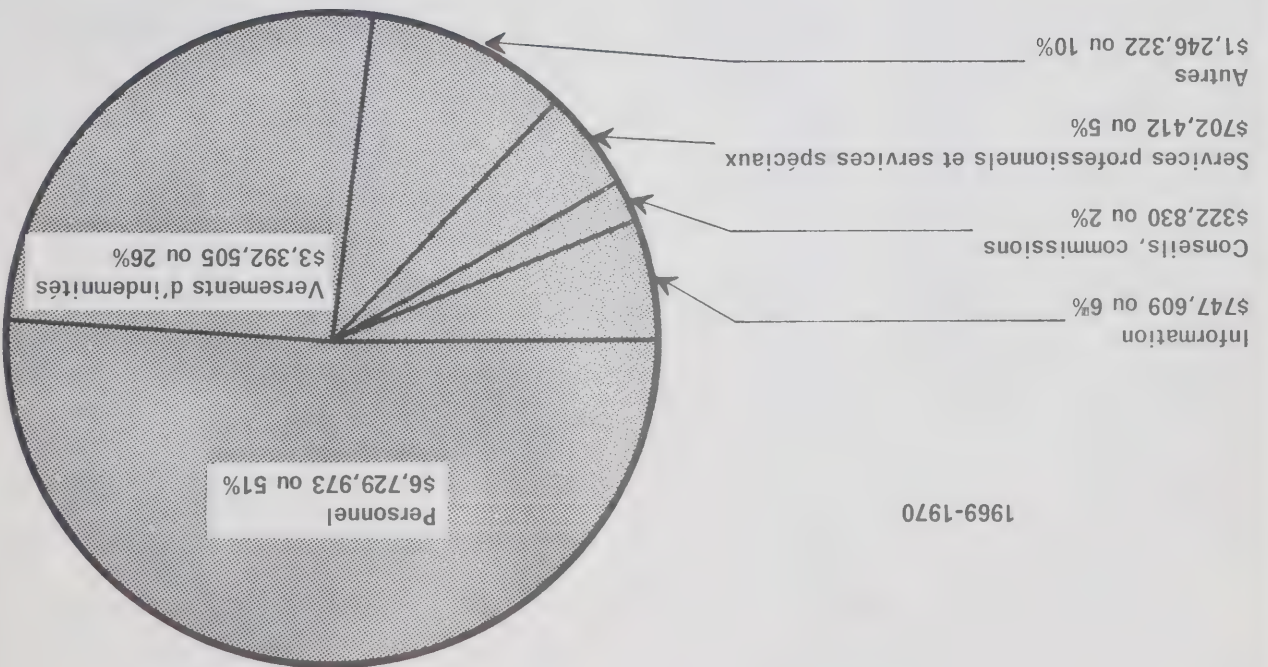
Direction		1969-1970	1968-1969
Cabinet du ministre	\$	193,634	\$ 131,850
Cabinet du sous-ministre		158,346	177,933
Administration du personnel		287,207	207,622
Services d'information et de relations extérieures		1,042,314	612,367
Services financiers et administratifs		930,725	778,263
Groupe de programmation, de planification et de budgétisation		67,808	—
		\$2,680,034	\$1,908,035

Utilisation des ressources financières

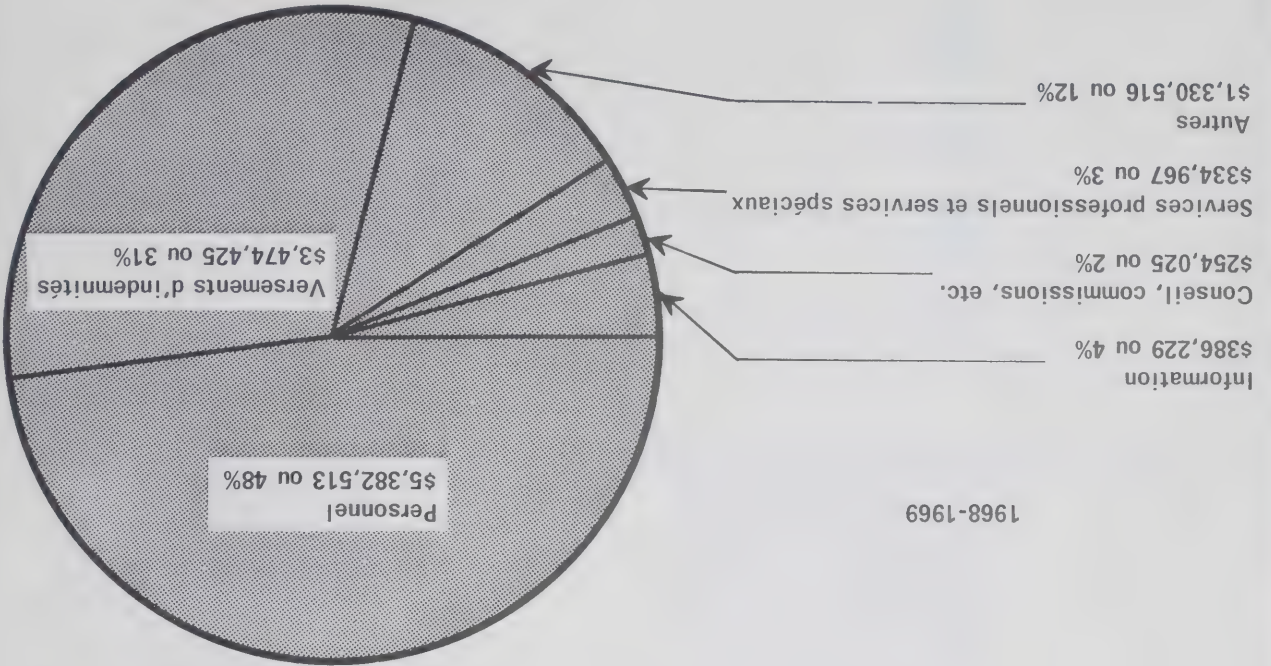


# Utilisation des ressources financières

1969-1970



1968-1969

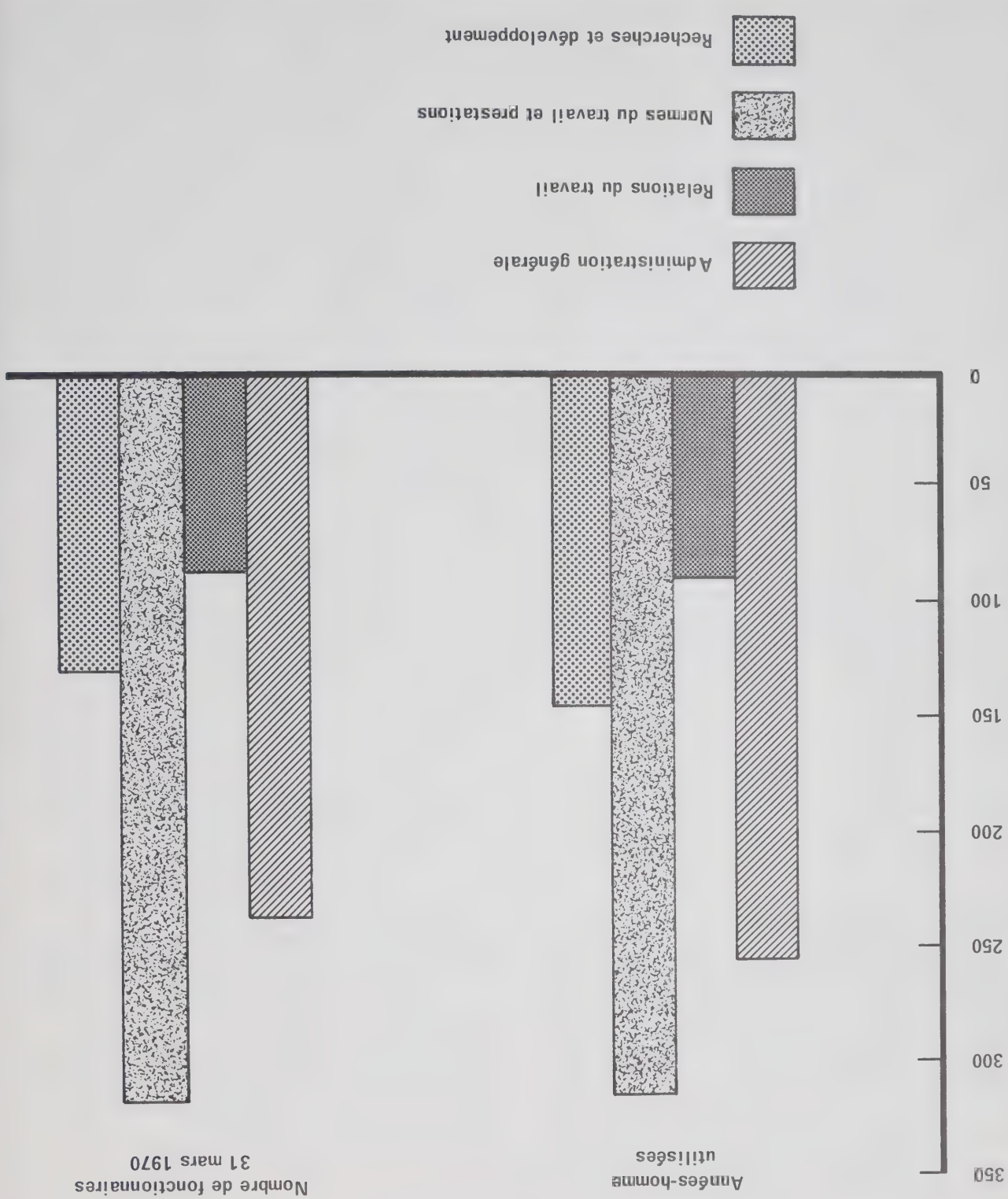




ETAT COMPARATIF DES DÉPENSES PAR CRÉDITS MINISTÉRIELS  
POUR LES ANNÉES 1969-1970 ET 1968-1969

	1969-1970	1968-1969
Ministre du Travail — Traitement et indemnité d'automobile . . . . .	\$ 17,000	\$ 13,419
Administration, fonctionnement et entretien, y compris relations du travail, programmes d'aide de transition accordée aux travailleurs de l'industrie, dépenses inhérentes à l'activité du Canada dans le domaine des affaires internationales du travail et contribution du gouvernement au régime de pension des agents des rentes sur l'Etat . . . . .	9,322,084	7,056,196
Versements d'indemnités aux employés de l'Etat et aux marins marchands . . . . .	3,392,505	3,474,425
Subventions et contributions . . . . .	410,062	618,635
Total des dépenses du ministère . . .	\$13,141,651	\$11,162,675

# Effectifs du ministère 1969-1970



ETAT COMPARATIF DES DÉPENSES POUR LES ANNÉES  
1969-1970 ET 1968-1969

Sommaire-Ministère

Total des dépenses du ministère . .	Administration . . . . .	Subventions et contributions . . . . .		
	Administration générale			
	Administration . . . . .	Subventions et contributions . . . . .		
	Relations du travail			
	Administration . . . . .			
	Normes du travail et prestations			
	Administration . . . . .			
	Versement d'indemnités aux employés de l'Etat et aux marins marchands .	Subventions . . . . .		
	Recherches et développement			
	Administration . . . . .			
	Subventions et contributions . . . . .			
	</			



divers aspects des relations ouvrières-patronales et les faits nouveaux dans la législation du travail. On a insisté d'ailleurs sur le genre de recherche nécessaire au ministère pour étayer son service de conciliation et de médiation.

Le ministère a redoublé ses efforts pour mettre le public au courant de son activité. Un nouveau symbole a été adopté. *La Gazette du Travail* a revêtu une nouvelle toilette. Deux films traitant des problèmes de l'évolution ont été mis en circulation. Divers articles publicitaires traitant des programmes que se propose d'appliquer le ministère ont fait l'objet d'une ample diffusion par tout le pays. On a fait paraître, à l'intention des élèves des écoles secondaires, une série d'articles destinés à les sensibiliser d'avantage aux questions de relations du travail. De nouvelles techniques ont été employées dans la préparation des étalages à exposer lors des congrès et autres réunions.

Au cours de l'année, le ministère, en collaboration avec l'Office national du film et les organisations de travailleurs et d'employeurs, a créé la Cinémathèque nationale des relations du travail qui met à la portée des intéressés les films les plus récents sur les relations du travail.

La réorganisation de la Direction de l'administration du personnel, l'élargissement de l'enseignement du français et les autres efforts faits en vue de faire rayonner d'avantage le bilinguisme au sein du ministère, sont autant de réalisations importantes des services administratifs.

Vers la fin de l'année l'application de la Loi relative aux rentes sur l'Etat et la Direction des pensions dans l'industrie et des rentes sur l'Etat sont passées à la Commission d'assurance-chômage.

# INTRODUCTION

le Conseil des relations ouvrières-patronales de l'Île-du-Prince-Édouard, a parrainé à Charlottetown une conférence sur la communication continue, qui a réuni une assistance nombreuse.

Au cours de l'année, le ministère a reçu et a publié le rapport de la Commission d'enquête établie en 1966 dans les ports de Montréal, Trois-Rivières et Québec.

La Direction des justes méthodes d'emploi a pris l'heureuse initiative de lancer un programme d'action positive visant à encourager les employeurs et les syndicats à faciliter aux membres des groupes minoritaires l'accès à la formation et au travail. Au cours de l'année, la Direction s'est aussi occupée de 93 plaintes de discrimination en matière d'emploi et elle a servi d'hôte à l'occasion d'une réunion des Administrateurs canadiens de la législation des droits de l'homme.

La Direction de la prévention des accidents et de l'indemnisation a fait des progrès sensibles dans la mise au point et l'élargissement du programme exigé par le Code canadien du travail (Sécurité). Dans le cas de divers nouveaux règlements, la Direction a réussi à avancer son travail. On a également négocié un certain nombre d'accords fédéraux-provinciaux qui assurent des services d'inspection sur le plan de la sécurité. Quelques 8,000 inspections ont été effectuées. Les agents de sécurité et les représentants syndicaux des fonctionnaires de la Fonction publique fédérale ont participé à une conférence sur la communication en matière de sécurité, organisée aux fins d'étudier les principes essentiels de la prévention des accidents du travail et d'en discuter. La Direction a fait paraître un certain nombre de publications, dont un Guide de l'employeur, destiné à assurer l'uniformité dans les enquêtes et les rapports d'accidents du travail; elle a également publié la première partie, intitulée *La sécurité à l'oeuvre*, d'un Manuel de sécurité professionnelle au Canada et un bulletin bilingue d'actualités destiné aux fonctionnaires, intitulé *Fonction publique — sécurité*.

La Direction des normes du travail a accéléré son activité en matière d'inspection et a émis un certain nombre d'ordres à la suite d'enquêtes.

La directrice du Bureau de la main-d'oeuvre féminine a été nommée délégué canadien aux Nations Unies (à la Commission de la Condition de la femme). Elle a également été nommée membre du Comité d'experts de l'OIT pour les problèmes du travail féminin.

Le ministère a poursuivi son vaste programme de recherche sur les salaires, les conditions d'emploi, les

Au cours de l'année 1969-1970, le ministère du Travail s'est appliqué à examiner les principales mesures législatives qui relèvent de son autorité. Il n'a pas, pour autant, négligé d'autres aspects de son activité.

Le cinquantième anniversaire de l'Organisation internationale du Travail a fourni une occasion extraordinaire de souligner l'importance de la collaboration tripartite. Le Canada a célébré ce cinquantième

de documents historiques, l'émission d'un timbre commémoratif et la publication d'un vaste éventail d'articles. L'événement le plus marquant, toutefois, a été la Conférence nationale tripartite sur les relations du travail qui a réuni à Ottawa, en octobre, plus de 200 représentants des travailleurs, des employeurs, des gouvernements fédéral et provinciaux, ainsi qu'un certain nombre d'experts, à titre individuel. Les participants ont eu l'occasion d'entendre des allocutions prononcées par des personnalités de réputation internationale, MM. John Kenneth Galbraith, des États-Unis, Alan Flanders, du Royaume-Uni et Louis Armand, de France, et de prendre part à des discussions générales sur certains des problèmes fondamentaux concernant les relations du travail au Canada. Ce qui est peut-être plus important encore, le public canadien a pu constater comment les travailleurs, les employeurs et le gouvernement peuvent travailler de concert à une

Ce qui pourrait se révéler l'initiative la plus importante prise par le ministère a été la formation, au sein de la Direction de la conciliation et de l'arbitrage, d'un service de médiation préventive composé d'une équipe de spécialistes du travail ayant pour tâche de maintenir des contacts permanents avec la haute direction des entreprises et des syndicats dans des industries relevant de l'autorité fédérale, d'aider à déceler les problèmes qui se font jour et à les régler avant qu'ils ne dégénèrent en conflits, et d'encourager les deux parties à aborder le procédé de négociation collective de façon constructive. Les débuts de ce service, qui a été largement appuyé par les représentants du patronat et de la main-d'oeuvre, ont été fort encourageants.

Au cours de l'année, 155 conflits ont été soumis à la conciliation. De ce nombre, 108 avaient retenu l'attention des autorités avant la fin de l'année. Au cours de la période, 15 grèves ont éclaté dans des industries relevant de l'autorité fédérale.

Plus de 200 comités ouvriers-patronaux de consultation ont été établis, ce qui porte à 2,663 le total des comités inscrits au ministère. La Direction de la consultation ouvrière-patronale, en collaboration avec





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LOIS APPLIQUEES PAR LE  
MINISTERE DU TRAVAIL DU CANADA

- Loi sur le ministère du Travail — Statuts refondus du Canada 1952, chapitre 72
- Loi sur les relations industrielles et sur les enquêtes visant les différends du travail — S.R.C. 1952, chapitre 152
- Loi sur les justes salaires et les heures de travail — S.R.C. 1952, chapitre 108
- Loi canadienne sur les justes méthodes d'emploi — S.C. 1952-1953, chapitre 19
- Loi sur l'égalité de salaire pour les femmes — S.C. 1956, chapitre 38
- Loi relative aux rentes sur l'Etat — S.R.C. 1952, chapitre 132
- Loi sur l'indemnisation des employés de l'Etat — S.R.C. 1952, chapitre 134, modifiée par S.R.C. 1952, chapitre 323; S.C. 1955, chapitre 33
- Loi sur l'indemnisation des marins marchands — S.R.C. 1952, chapitre 178, modifiée par S.C. 1952-53, chapitre 16; S.C. 1957, chapitre 9
- Le Code canadien du travail (Normes) — S.C. 1964-1965, chapitre 38
- Le Code canadien du travail (Sécurité) — S.C. 1966-67, chapitre 62

## LES OBJECTIFS DU MINISTÈRE DU TRAVAIL DU CANADA

Le ministère poursuit l'objectif général énoncé ci-après:

Atteindre au progrès économique et social par des moyens justes en favorisant de saines relations du travail et une amélioration des conditions de travail.

Dans la poursuite de cet objectif de base, le ministère travaille principalement à:

Protéger le droit des travailleurs de s'organiser en syndicats et de négocier collectivement;

Régler les différends du travail et encourager la collaboration ouvrière-patronale;

Etablir et maintenir des normes équitables en matière de conditions de travail et de sécurité dans l'emploi;

Garantir des chances égales d'emploi et protéger les droits de l'homme dans les questions relatives au travail;

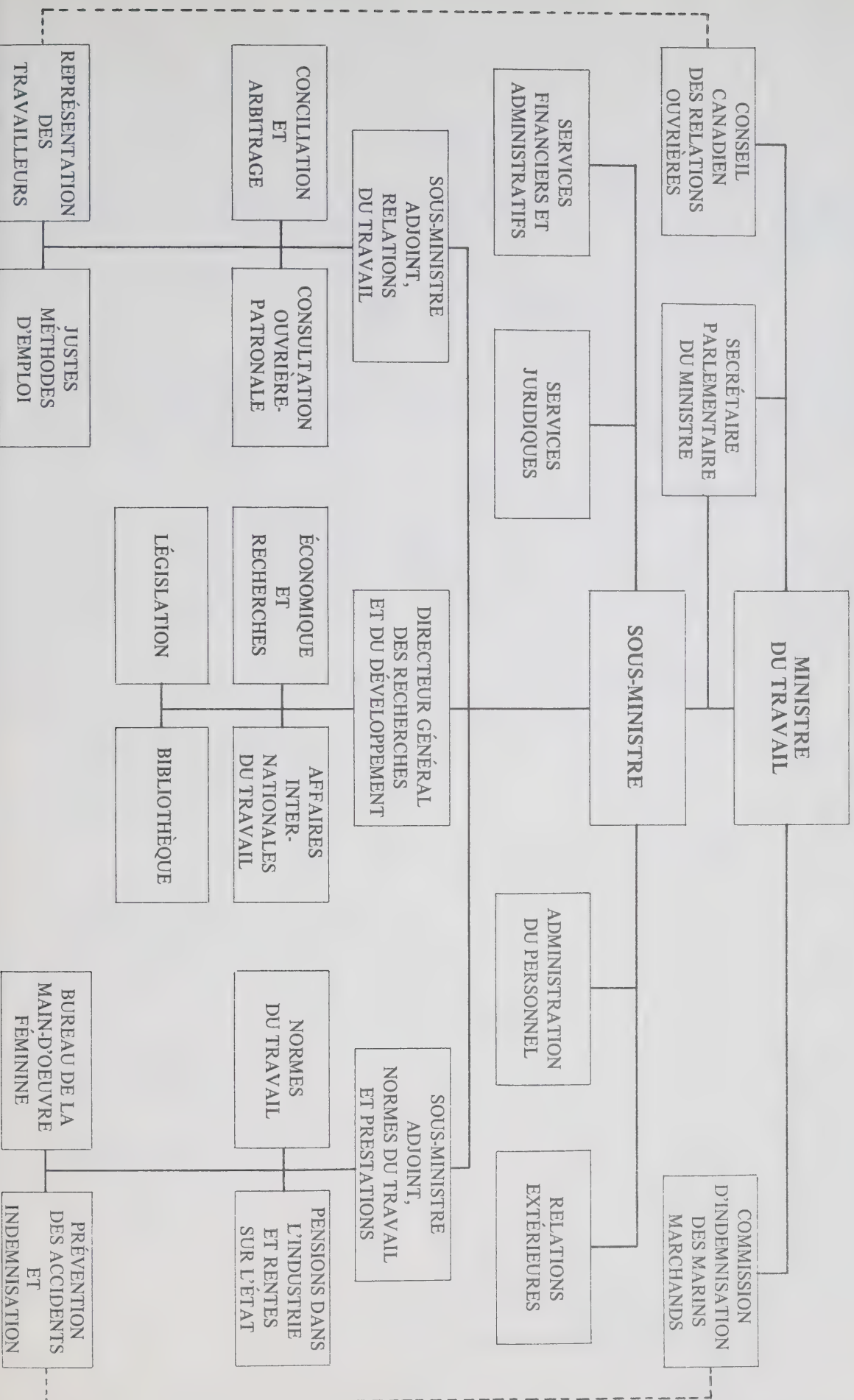
Procurer des services de recherche, de statistique et d'information en matière de travail aux syndicats, aux employeurs, au gouvernement et au public;

Encourager la consultation tripartite, aux niveaux national et international, pour les questions intéressant la main-d'œuvre, et participer à cette consultation.



# MINISTÈRE DU TRAVAIL DU CANADA

## ORGANIGRAMME



# MINISTÈRE DU TRAVAIL DU CANADA

340 ouest, av. Laurier  
Ottawa 4 (Ont.)

Ministre du Travail .....  
 Chef de cabinet .....  
 Adjointes spéciales .....  
 Secrétaire particulière .....  
 Secrétaire parlementaire .....  
 M. James McNulty, député  
 Mme Julie Brusse  
 M. François Côté  
 M. Joseph P. O'Keefe  
 M. Arnold E. Masters  
 Mackasey, C.P., député  
 L'hon. Bryce

## PRINCIPAUX FONCTIONNAIRES

Sous-ministre .....  
 Adjoint exécutif .....  
 Directeur, Groupe d'étude sur les systèmes de planification,  
 de programmation et de budgétisation .....  
 M. J.D. Love  
 M. Michael McDermott  
 M. P.-R. Parent

## PROGRAMME DES RELATIONS DU TRAVAIL

Sous-ministre adjoint .....  
 Directeur, Conciliation et arbitrage .....  
 Directeur, Représentation des travailleurs .....  
 Directeur, Justes méthodes d'emploi .....  
 Directeur adjoint, Consultation ouvrière-patronale .....  
 M. Bernard Wilson  
 M. W.P. Kelly  
 M. J.L. MacDougall  
 M. G.G. Blackburn  
 M. K.R. DeWitt

## PROGRAMME DES NORMES DU TRAVAIL ET DES PRESTATIONS

Sous-ministre adjoint .....  
 Directeur, Normes du travail .....  
 Directeur, Prévention des accidents et indemnisation .....  
 Directeur, Pensions dans l'industrie et rentes sur l'Etat .....  
 Directrice, Bureau de la main-d'œuvre féminine .....  
 M. J.-P. Després  
 M. B.H. Hardie  
 M. J.H. Currie  
 M. F.M. Herford  
 Mlle Sylva Gelber

## PROGRAMME DES RECHERCHES ET DU DEVELOPPEMENT

Directeur général .....  
 Directeur, Economique et recherches .....  
 Directeur, Affaires internationales du travail .....  
 Directeur, Législation ouvrière .....  
 Directeur, Service de bibliothèque .....  
 M. Harry J. Waisglass  
 M. John Mainwaring  
 M. James Whitridge

## DIRECTIONS DES SERVICES

Avocat du ministère .....  
 Directeur intermédiaire, Services financiers et administratifs .....  
 Directeur, Administration du personnel .....  
 Directeur, Services d'information et de relations extérieures .....  
 M. R.D. Blackburn  
 M. E.B. Meredith  
 M. D.R. Monk

No de cat. L1-1970

Information Canada  
Ottawa, 1971





# 1970

## rapport annuel

Pour l'année financière  
terminée le 31 mars



# 1970

## rapport annuel

Pour l'année financière  
terminée le 31 mars



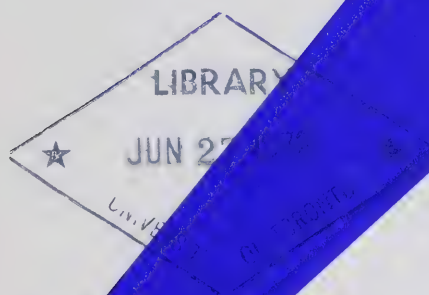


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Government  
Publications

# 1971 ANNUAL REPORT



FOR THE FISCAL YEAR  
ENDED 31 MARCH



Labour  
Canada

Travail  
Canada



CHIL-R25

# **1971 ANNUAL REPORT**

**FOR THE FISCAL YEAR  
ENDED 31 MARCH**



**Labour  
Canada**

**Travail  
Canada**





## CANADA DEPARTMENT OF LABOUR

340 Laurier Avenue West  
Ottawa, Ontario, K1A 0J2

Minister of Labour .....	The Honourable Bryce Mackasey, P.C., M.P.
Executive Assistant .....	Arnold E. Masters
Special Assistants .....	Joseph P. O'Keefe
Private Secretary .....	François Côté
	Mrs. Julie Brusse
Parliamentary Secretary .....	Ray Perrault, M.P.

### PRINCIPAL OFFICERS

Deputy Minister .....	J.D. Love
Executive Assistant .....	Michael McDermott

### LABOUR RELATIONS PROGRAM

Assistant Deputy Minister .....	Bernard Wilson
Director, Conciliation and Arbitration .....	W.P. Kelly
Director, Employee Representation .....	J.L. MacDougall
Director, Fair Employment Practices .....	G.G. Blackburn
Asst. Director, Labour-Management Consultation .....	K.P. DeWitt

### LABOUR STANDARDS AND BENEFITS PROGRAM

Assistant Deputy Minister .....	J.-P. Després
Director, Labour Standards .....	B.H. Hardie
Director, Accident Prevention and Compensation .....	J.H. Currie
Director, Women's Bureau .....	Miss Sylva Gelber

### RESEARCH AND DEVELOPMENT PROGRAM

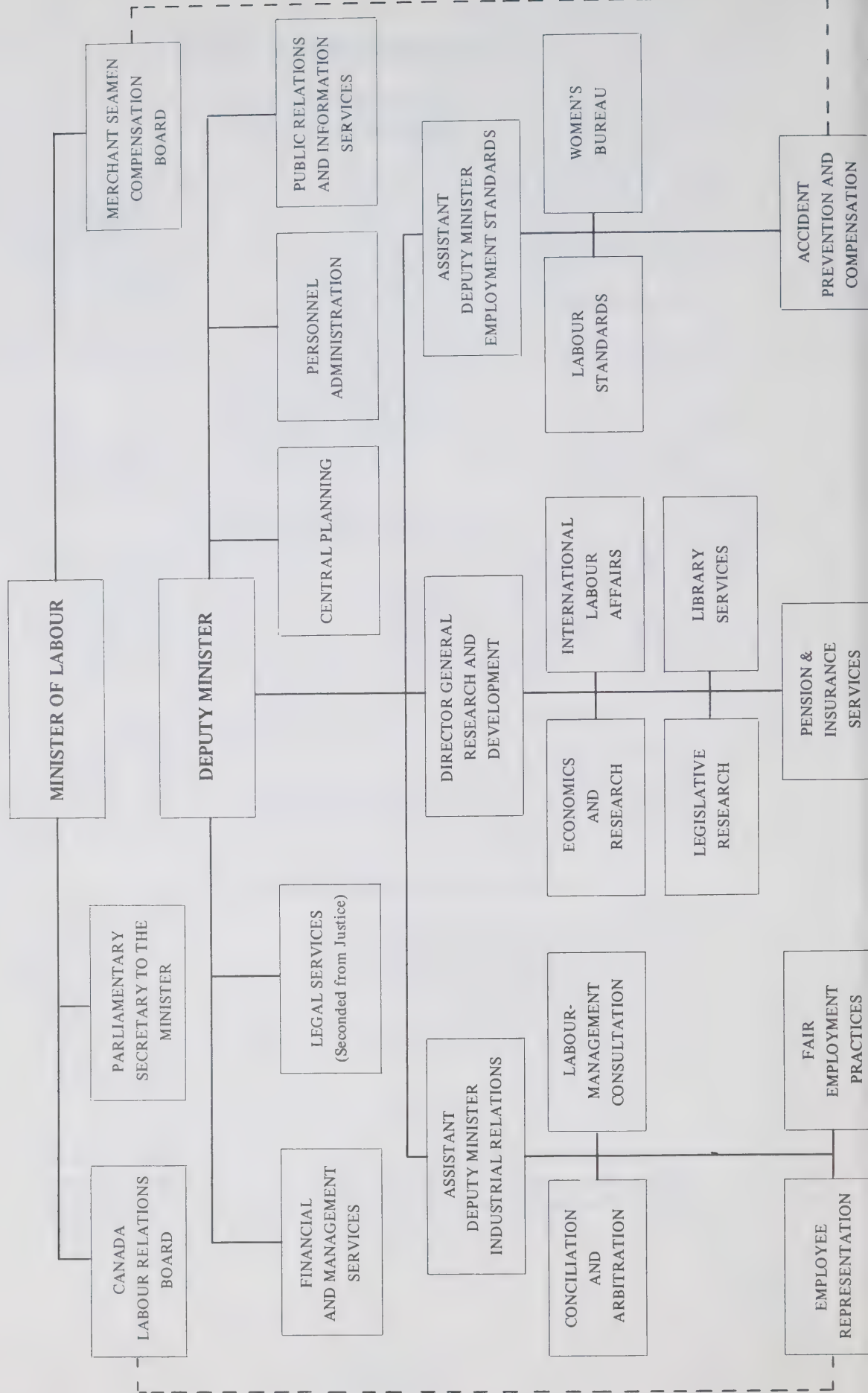
Director-General .....	Harry J. Waisglass
Director, Economics and Research .....	Cecil D. Harper
Director, International Labour Affairs .....	John Mainwaring
Director, Legislative Research .....	Robert Mitchell
Director, Library Services .....	James Whitridge
Head, Pension and Insurance Research and Advisory Services .....	W.D.M. Mathers

### SERVICES BRANCHES

Departmental Solicitor .....	Robert Mitchell
Director, Financial and Management Services .....	R.D. Blackburn
Director, Personnel Administration .....	E.B. Meredith
Director, Public Relations and Information Services .....	R. Brian O'Regan

# CANADA DEPARTMENT OF LABOUR

## PLAN OF ORGANIZATION





**ACTS ADMINISTERED BY THE  
CANADA DEPARTMENT OF LABOUR**

Department of Labour Act — Revised Statutes of Canada, 1952, c.72

Industrial Relations and Disputes Investigation Act — R.S.C., 1952, c.152

Fair Wages and Hours of Labour Act — R.S.C., 1952, c.108; amended by S.C., 1966-67, c.24

Canada Fair Employment Practices Act — S.C., 1952-53, c.19

Female Employees Equal Pay Act — S.C., 1956, c.38

Government Employees Compensation Act — R.S.C., 1952, c.134, amended by R.S.C., 1952, c.323; S.C., 1955, c.33; 1966-67, c.96, s.64; and 1967-68, c.18

Merchant Seamen Compensation Act — R.S.C., 1952, c.178; amended by S.C., 1952-53, c.16; 1957, c.9; 1964-65, c.45; and 1970-71 and 1972, c.8

Canada Labour (Standards) Code — S.C., 1964-65, c.38; amended by 1966-67, c.59

Canada Labour (Safety) Code — S.C., 1966-67, c.62

## CANADA DEPARTMENT OF LABOUR OBJECTIVES

The Department has one overall objective, which is;

To achieve economic and social progress with justice through the promotion of good industrial relations and improved working conditions.

To further this basic objective the Department's principal activities are designed to:

Protect the right to organize and to bargain collectively;

Settle industrial disputes and encourage co-operation between labour and management;

Establish and maintain fair standards of wages, working conditions and safety in employment;

Achieve equality of job opportunity and safeguard human rights in matters affecting labour;

Provide research, statistical and information services in labour matters to unions, employers, government and the public;

Promote and participate in national and international tripartite consultation in matters affecting labour.

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# INTRODUCTION

Canadian society is based on two fundamental freedoms: personal freedom and economic freedom. It is consistent with these freedoms that the individual citizen have the right to act in his own interest and to protect and maintain his economic livelihood. The work of the Department of Labour is greatly influenced by these freedoms: man's pursuit of his vocation and the economic and social rewards he considers desirable frequently leads to an emotionally charged work environment.

In seeking to respond to the magnitude of change in our society, the Canada Department of Labour is committed to improving the conditions of work for all Canadians. With this aim in view, the Department initiated positive action in three major areas: improving and expanding the effective dialogue between labour, management and government; resolving potential labour-management conflicts before they reach major proportions; and establishing and maintaining fair standards of wages, working conditions, safety in employment, and equality of job opportunity.

Departmental activities during the past fiscal year increased in all fields, paralleling the expansion in our economy and in our workforce, and the greater involvement in day-to-day developments in the industrial relations field. In this area, prime emphasis has been, and continues to be, on exploring remedies and possible solutions to problems and to areas of potential conflict with the aim of effecting solutions or improvements at the earliest possible stage.

By constantly surveying the industrial relations scene, by improving communication between labour, management and government, conflicts can be, and are being avoided.

In conciliation proceedings under the Industrial Relations and Disputes Investigation Act, the Department effected settlements by boards and post-conciliation mediation without work stoppages in 80 per cent of the cases referred to it, compared with 65 per cent in fiscal 1970. This was the highest percentage level of success achieved since fiscal 1966. There were seven legal strikes against corporations under federal jurisdiction last year, half the number the preceding year.

These positive results indicate the effectiveness of the Department of Labour's industry specialist program in using techniques of preventive or early mediation.

Good industrial relations are promoted on a continuing basis by the Labour-Management Consultation

Branch. Dealing with organizations in both the federal and provincial jurisdictions, the Branch promotes continuing consultation among the parties to an agreement as an integral part of the collective bargaining relationship.

More than 10,000 consultation meetings were held, compared with 8,900 meetings in the 1969-70 fiscal year. There were 2,736 committees registered with the Branch, compared with 2,663 committees a year earlier. Three conferences were held during the year with the aim of fostering the joint-consultation concept within community settings.

The Canada Labour Relations Board granted 72 applications for certification of bargaining agents; it rejected 31 of the 119 applications received. The rejections were for failure of the applicants to establish a majority standing, because the applications were made for inappropriate units, because they involved persons not coming within the application of the Industrial Relations and Disputes Investigation Act, because the applications were made before the expiry of 10 months of the term of an existing collective agreement or for miscellaneous reasons.

Another important aspect of improving the freedom of the individual to pursue his economic livelihood is to establish equal opportunities for all the ethnic groups in Canada's multiracial society. Although discrimination constantly bars minority groups from equal job opportunities, a determined effort to combat such economic injustice is being conducted by the Department's Fair Employment Practices Branch. During the year, the Branch investigated 165 complaints and actively promoted an affirmative action program among employers.

The Canada Labour (Standards) Code is administered and enforced by the Employment Standards Program. At the end of the fiscal year, amendments to the Code received first reading (and were subsequently passed). When they come into effect, the new provisions will raise the minimum wage, provide for equality in pay between men and women, establish the right to maternity leave for working women, give workers who are laid off the protection of advance notice and severance pay, and prohibit dismissal of an employee solely because his wages have been garnisheed.

The Accident Prevention and Compensation Branch continued development of a comprehensive program of accident prevention through the Canada Labour (Safety) Code. The Branch worked actively to develop

15 proposed employment safety and health regulations, one of which, the Canada Elevating Devices Regulations, was approved by the Privy Council in January. A Canada Safety Inspection Guide was prepared for publication next year. The Branch launched a new service known as a Safety Audit, in which a critical review can be undertaken of a company's entire accident prevention program as a means of pinpointing basic accident prevention problems.

Claims for accidents among 267,000 persons employed by 110 federal departments and agencies increased by 586 over the preceding year and the number of disabling injuries increased by 925 to 12,565.

The Economics and Research Branch continued its extensive research program serving both the Department and the federal government as a whole in support of policy determination and program development, and providing assistance to labour, management, educators and the general public. During the year, the analyses of all contracts applying to bargaining units of 500 or more employees, including those in construction, was placed on computer, enabling the Department to handle numerous complex requests for information. Changes in the Department's annual survey of labour organizations enabled its use as the principal collection vehicle

under the Corporations and Labour Unions Returns Act.

Special studies completed and published included *Union Growth in Canada*, a historical monograph covering the years 1921-1967. Another study, *Constitutional Framework of Union Finance*, was completed for publication next year.

As a means of increasing understanding of the role and objectives of the Department, the Public Relations and Information Services Branch developed major information programs in support of departmental objectives. There was new stress on the use of audio-visual slide presentations as an effective and economical method of conveying information. The Department's film, *A Matter of Survival*, produced by the National Film Board, won first prize in the business and education category at the American Film Festival.

Three changes occurred during the year among the Department's principal officers: new directors were appointed in three branches. Ronald D. Blackburn, R.I.A., was appointed Director of the Financial and Management Services Branch; R. Brian O'Regan of Public Relations and Information Services; and Robert Mitchell, of Legal Services and of the Legislative Research Branch.



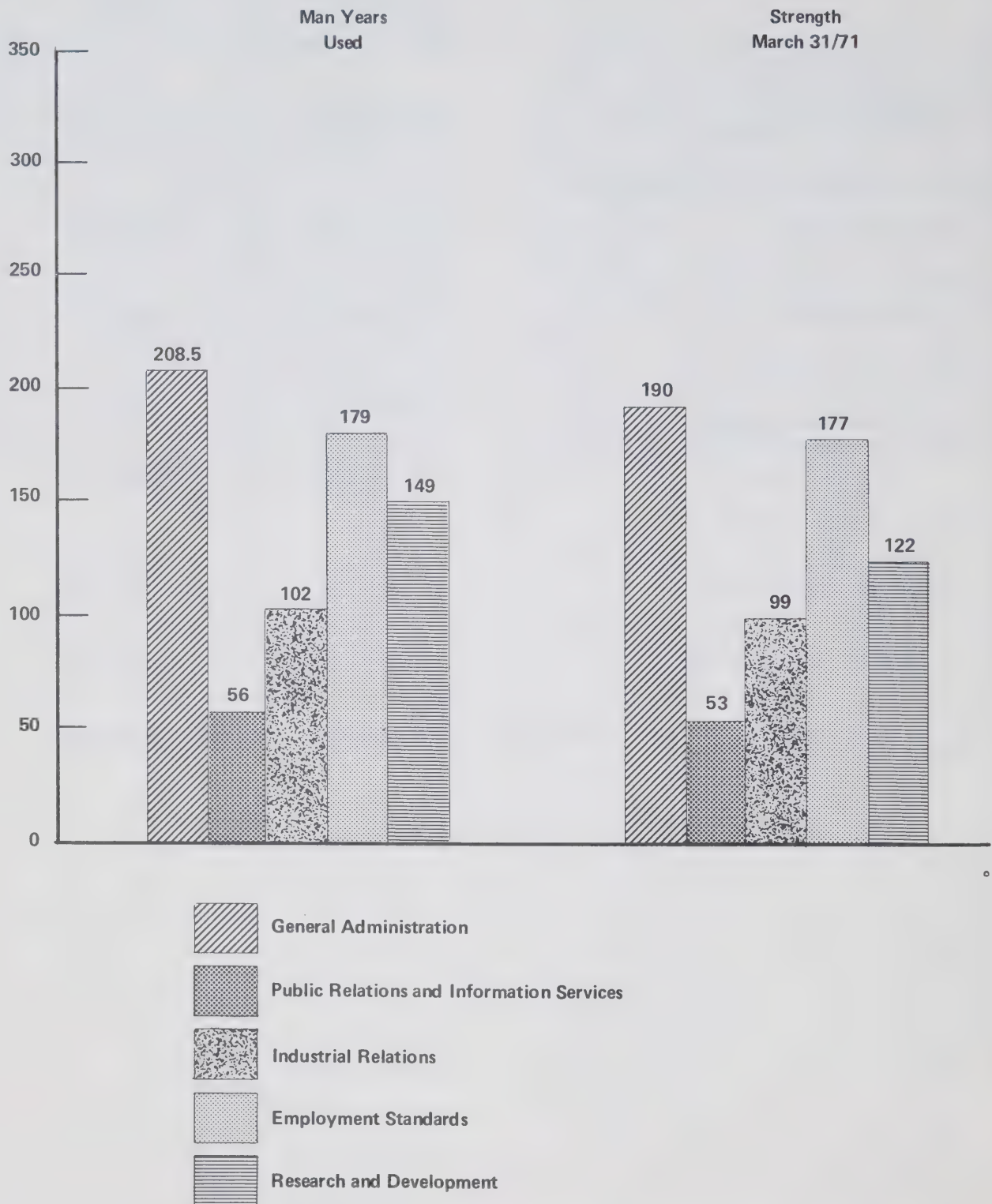
# COMPARATIVE STATEMENT OF EXPENDITURES 1970-71 and 1969-70

## Departmental Summary

	1970-71	1969-70
General Administration		
Administration . . . . .	\$ 1,838,580	\$ 1,726,655
Grants and Contributions . . . . .	15,000	15,000
Public Relations and Information Services		
Administration . . . . .	950,849	1,042,316
Industrial Relations		
Administration . . . . .	1,605,793	1,455,839
Employment Standards		
Administration . . . . .	2,606,213	*2,229,239
Payments of Compensation respecting Government Employees and Merchant Seamen . . . . .	4,135,035	3,392,505
Research and Development		
Administration . . . . .	1,998,862	1,815,161
Grants and Contributions . . . . .	327,514	395,062
<b>TOTAL DEPARTMENT . . . . .</b>	<b>\$13,477,846</b>	<b>*\$12,071,777</b>

\*Does not include \$1,069,874 expenditure of the Annuities Branch which was transferred to the Unemployment Insurance Commission as of 1 April, 1970.

## Departmental Manpower Statement 1970-71



**COMPARATIVE STATEMENT OF EXPENDITURES BY DEPARTMENTAL  
APPROPRIATIONS FOR 1970-71 and 1969-70**

	1970-71	1969-70
Minister of Labour — Salary and Motor Car Allowance . . . . .	\$ 17,000	\$ 17,000
Labour — Program expenditures, the grants listed in the Estimates and the expenses of delegates engaged in activities related to Canada's role in international labour affairs . . . . .	9,325,811	*\$8,662,272
Payments of Compensation respecting Public Service Employees (Chap. 134, R.S. as Amended) and Merchant Seamen (Chap. 45, Statutes of 1964-65) . . . . .	4,135,035	3,392,505
Total Department . . . . .	\$13,477,846	*\$12,071,777

\*Does not include \$1,069,874 expenditure of the Annuities Branch which was transferred to the Unemployment Insurance Commission as of 1 April, 1970.



# Departmental Summary How Financial Resources Were Utilized

1970 - 71

Information

\$554,187 or 4%

Boards, Commissions, etc.

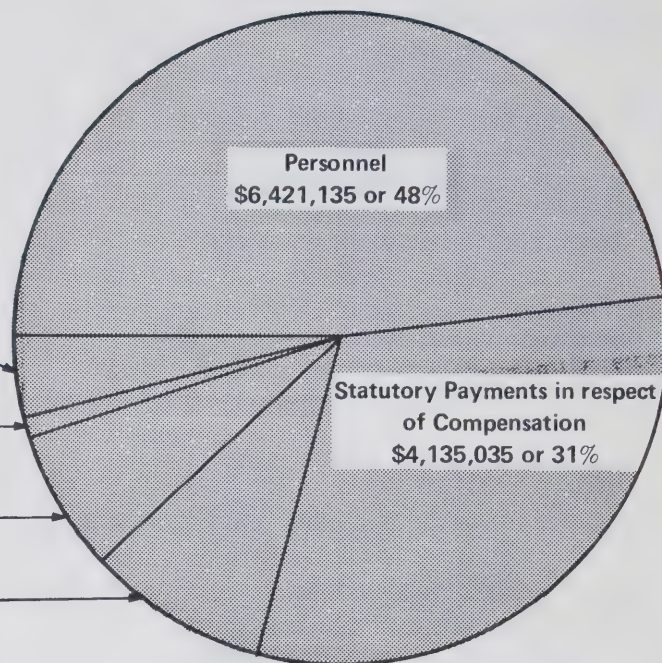
\$192,494 or 1%

Professional & Special Services

\$932,696 or 7%

All Other

\$1,242,299 or 9%



1969 - 70

Information

\$747,496 or 6%

Boards, Commissions, etc.

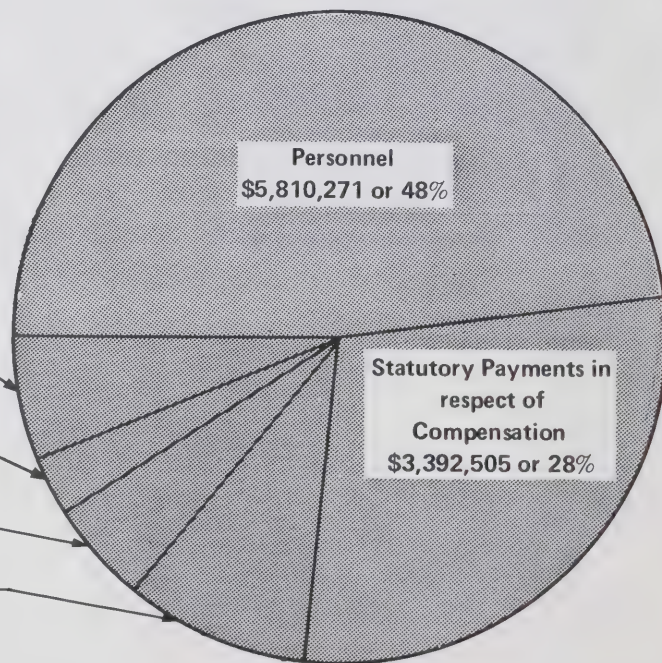
\$322,830 or 3%

Professional & Special Services

\$632,881 or 5%

All Other

\$1,165,794 or 10%

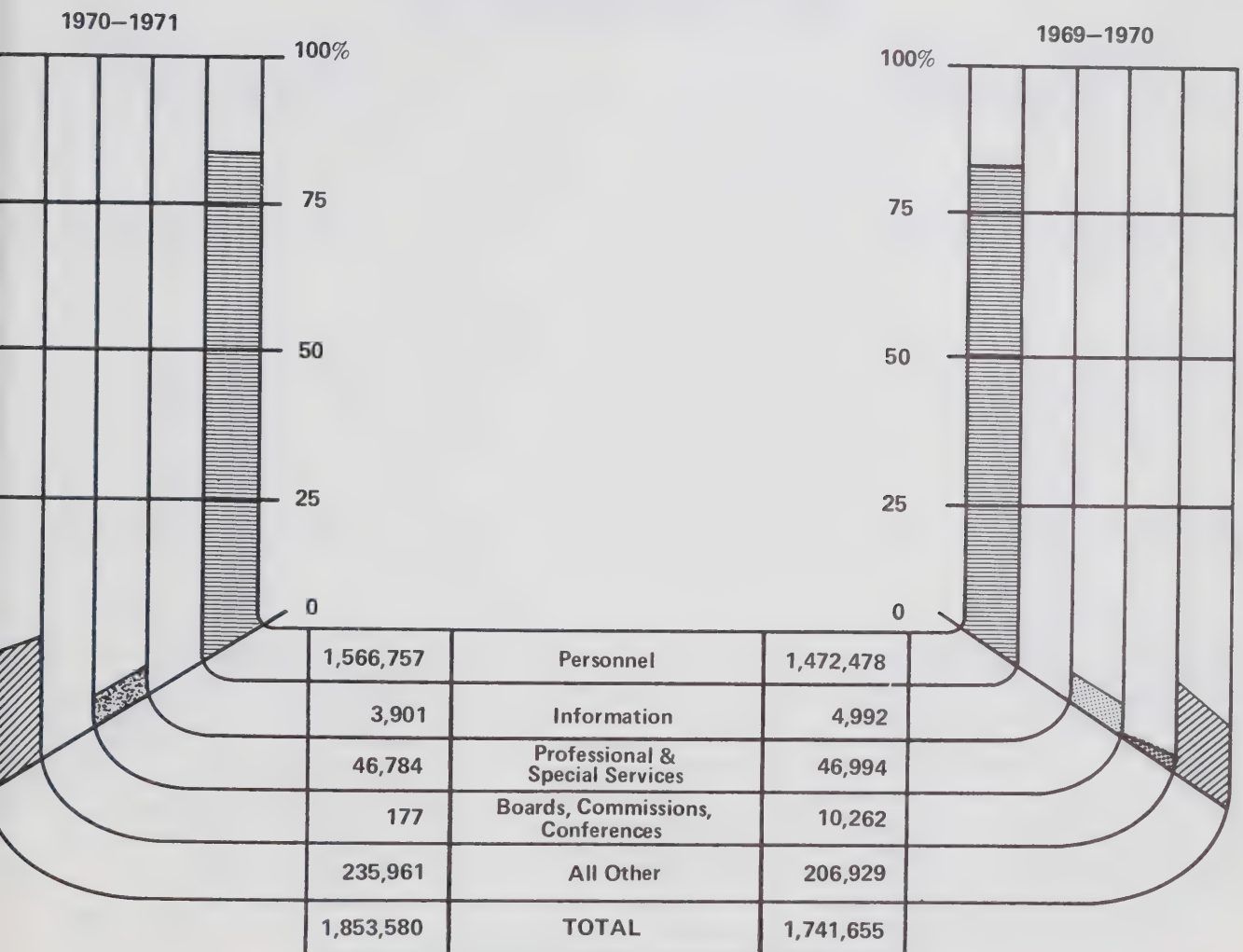


# Comparative Statement of Expenditures 1970-71 and 1969-70

## GENERAL ADMINISTRATION ACTIVITY

Branch	1970-71	1969-70
Minister's Office	\$ 198,573	\$ 193,634
Deputy Minister's Office	157,436	158,346
Central Planning	58,852	67,808
Personnel Administration	310,572	287,207
Financial and Management Services	1,010,979	930,725
Library	117,168	103,935
	\$1,853,580	\$1,741,655

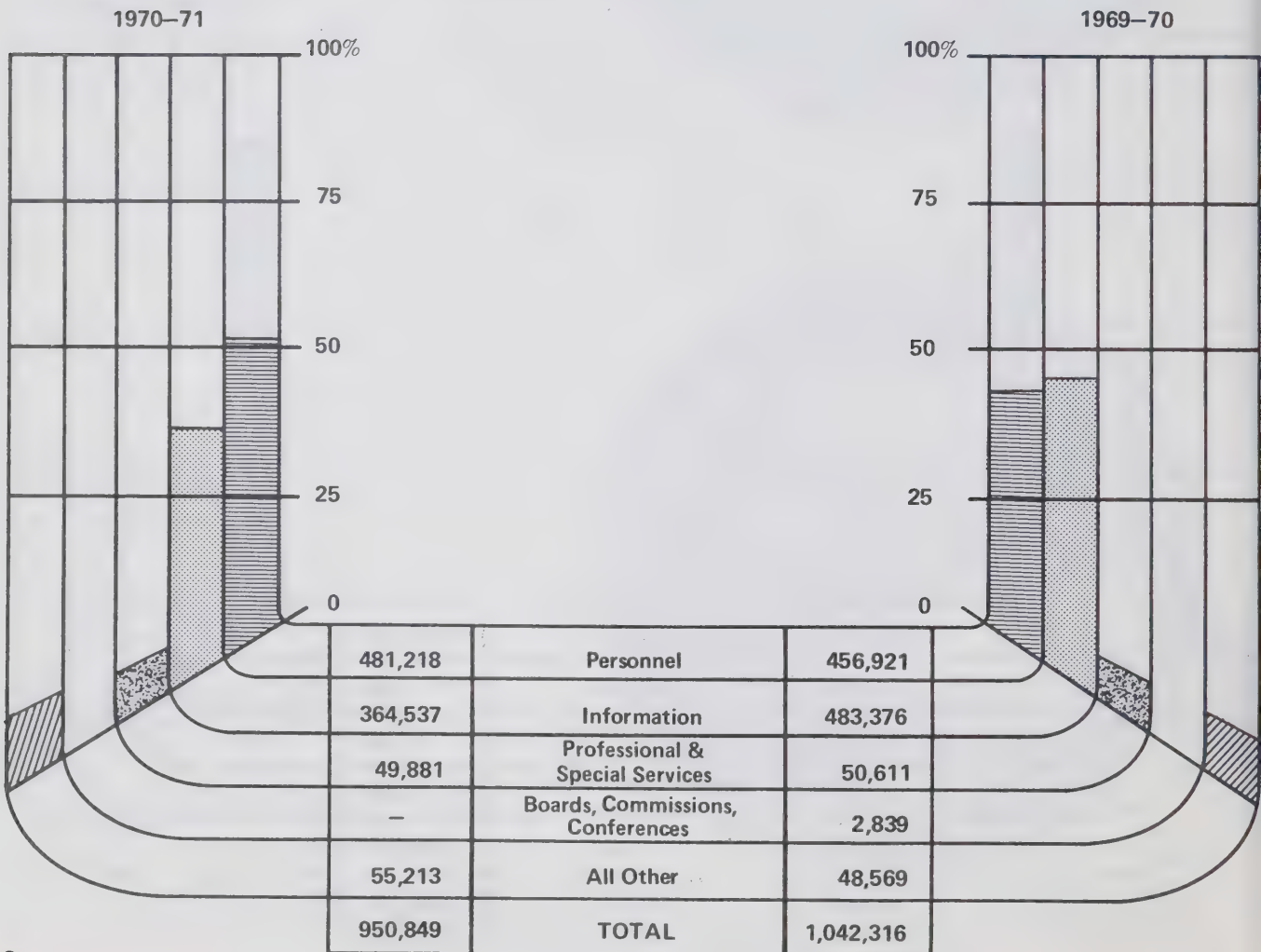
### How Financial Resources Were Utilized



**Comparative Statement of Expenditures 1970-71 and 1969-70**  
**PUBLIC RELATIONS AND INFORMATION SERVICES ACTIVITY**

	1970-71	1969-70
	\$950,849	\$1,042,316

**How Financial Resources Were Utilized**





# Comparative Statement of Expenditures 1970-71 and 1969-70

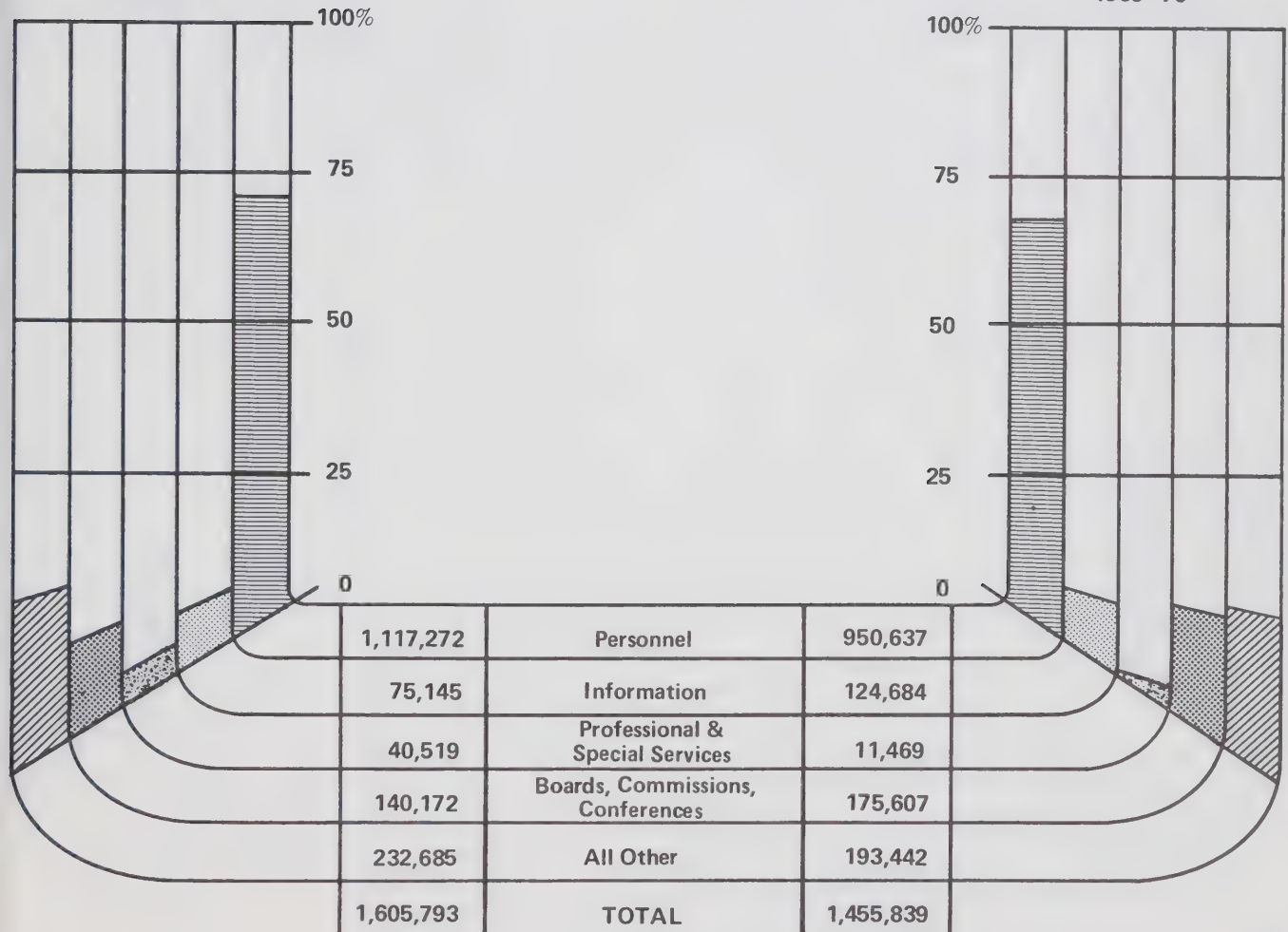
## INDUSTRIAL RELATIONS ACTIVITY

Branch	1970-71	1969-70
Administration, A.D.M's. Office	\$ 47,073	\$ 48,863
Conciliation and Arbitration	609,741	546,795
Labour Management	540,928	524,232
Employee Representation	211,896	172,788
Fair Employment Practices	196,155	163,161
	\$1,605,793	\$1,455,839

### How Financial Resources Were Utilized

1970-71

1969-70

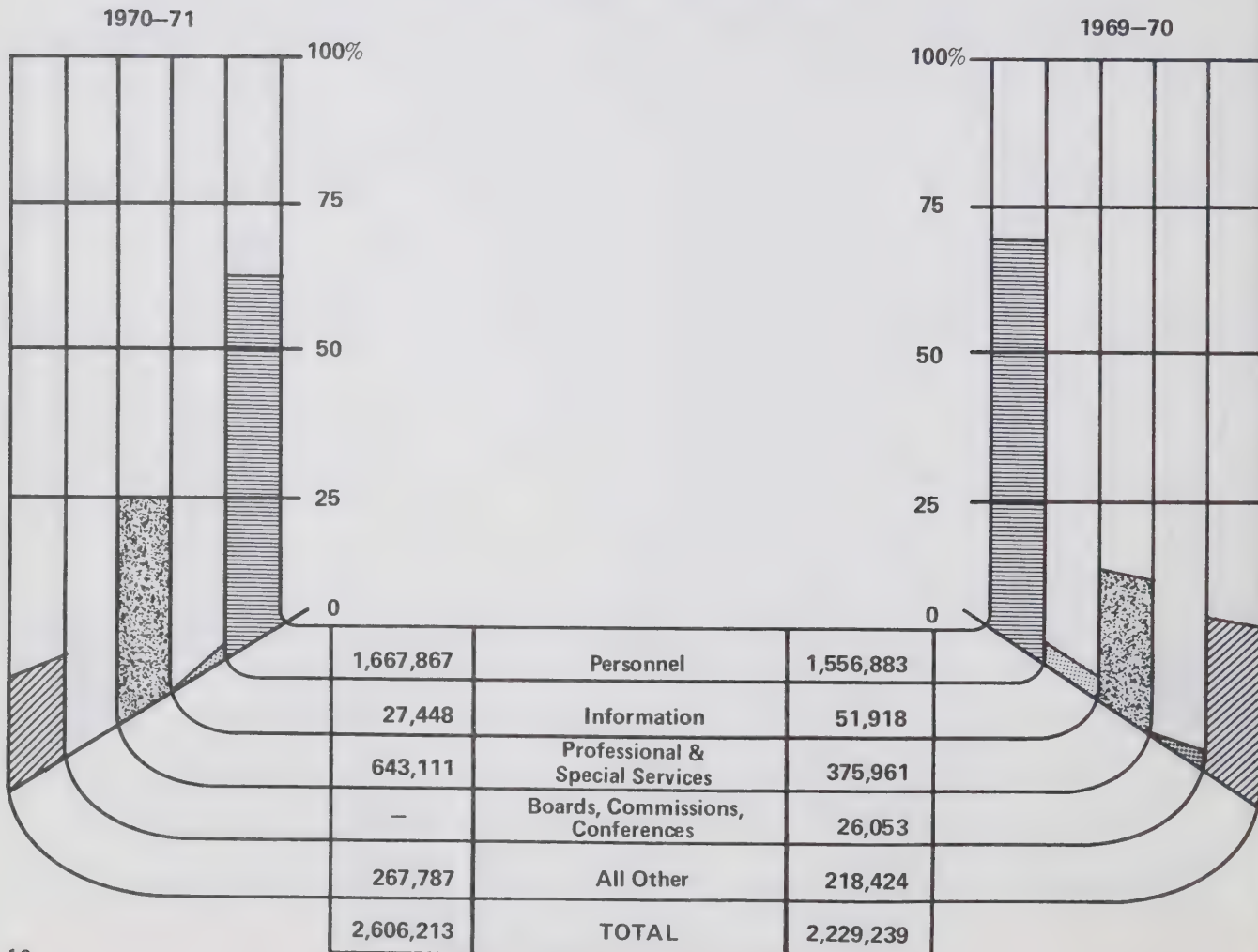


# Comparative Statement of Expenditures 1970-71 and 1969-70

## EMPLOYMENT STANDARDS ACTIVITY

Branch	1970-71	1969-70
Administration, A.D.M's. Office	\$ 39,921	\$ 38,810
Labour Standards	989,658	950,311
Accident Prevention and Compensation	1,483,896	1,140,350
Women's Bureau	92,738	99,768
	\$2,606,213	\$2,229,239

### How Financial Resources Were Utilized

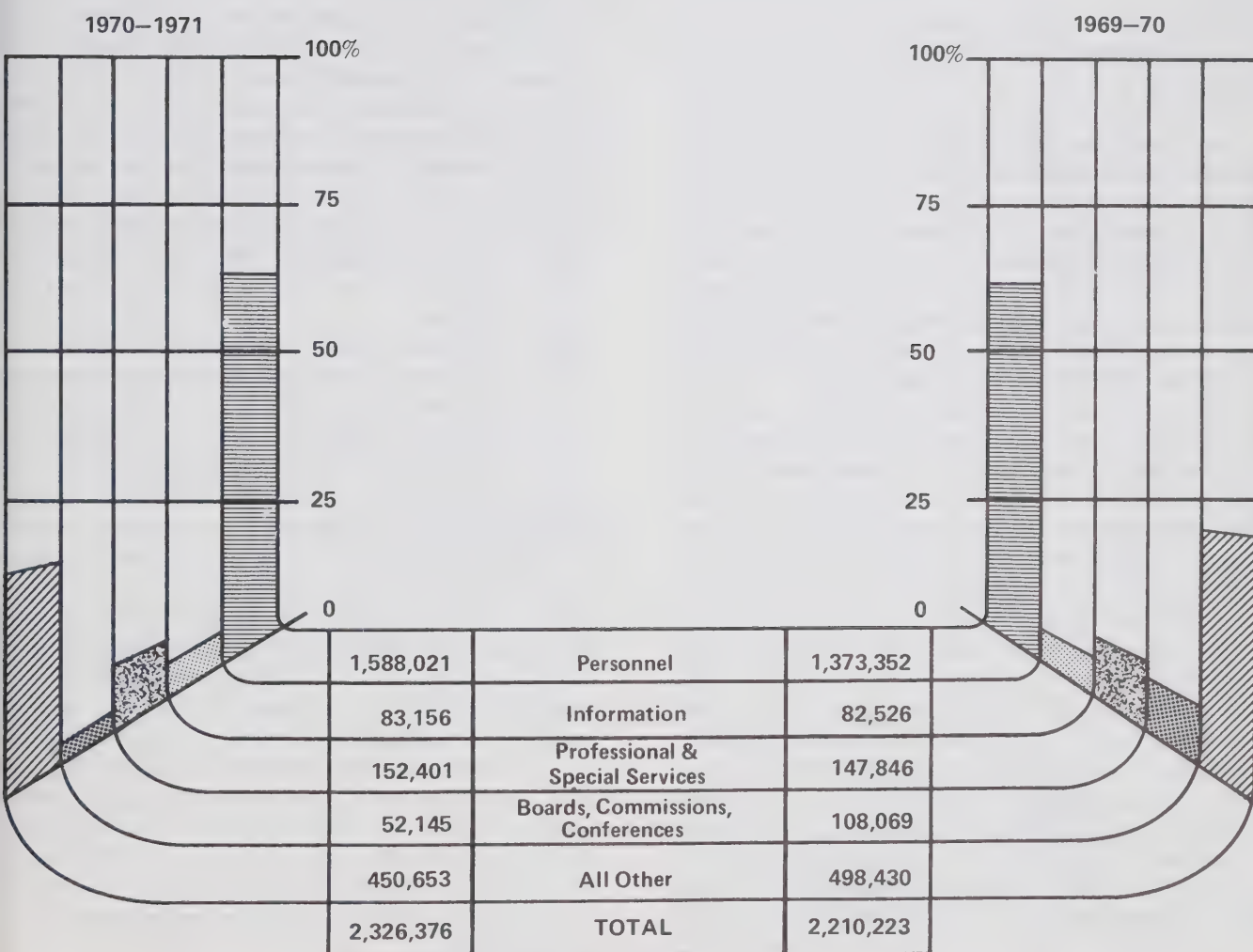


# Comparative Statement of Expenditures 1970-71 and 1969-70

## RESEARCH AND DEVELOPMENT ACTIVITY

Branch	1970-71	1969-70
Administration, Director General's Office	\$ 382,109	\$ 427,768
Economics and Research	1,432,807	1,231,421
International Labour Affairs	369,283	414,005
Legislative Research	119,065	135,796
Pension and Insurance Research and Advisory Services	23,112	1,233
	\$2,326,376	\$2,210,223

### How Financial Resources Were Utilized





# INDUSTRIAL RELATIONS PROGRAM

The Industrial Relations Program of the Department is concerned with the provision of conciliation and mediation services under the terms of the Industrial Relations and Disputes Investigation Act; the provision of staff support to the independent Canada Labour Relations Board; the promotion of improved forms of labour-management consultation; and the development, under the Canada Fair Employment Practices Act, of a program aimed at elimination of socially unacceptable forms of discrimination in employment, and creation of increased employment opportunities for the members of historically disadvantaged minority groups. The program is divided organizationally into four units: the Conciliation and Arbitration Branch, the Employee Representation Branch, The Labour-Management Consultation Branch and the Fair Employment Practices Branch.

## CONCILIATION AND ARBITRATION

### Conciliation Services

The disputes making the most demands on the Department's conciliation services during 1970-71 were those affecting airline, broadcasting, grain elevator, lake shipping, mining, railway and towboat operations.

*Airline Operations* — On May 4, 1970, an Industry Specialist was assigned to attend all the bargaining sessions for the renewal of the collective agreement between Air Canada and the Canadian Air Line Pilots' Association. The collective agreement was due to expire on June 30. Meetings between the parties were held throughout May and June. On June 29, intensive bargaining sessions were climaxed by an agreement reached at 4 p.m. the next day — just eight hours before the old agreement expired. Some 1,100 pilots were affected. The new agreement, running from July 1, 1970 to October 31, 1971, provided a wage increase of between 7½ per cent and 8½ per cent. Both parties expressed satisfaction with the assistance given by the Industry Specialist.

In another dispute affecting the Canadian Air Line Pilots' Association, with C.P. Air, the same Industry Specialist attended the negotiation sessions of the parties, which began October 5, 1970. The collective agreement was due to expire December 31. A settlement was reached on December 31, the day the old agreement expired. Some 250 pilots were affected. The new agreement was for a period of 14 months from January 1,

1971 and provided about an 8 per cent wage increase. The parties expressed appreciation of the services of the Industry Specialist.

Before the close of the year, a conciliation officer was successful in bringing about a settlement, subject to ratification, between C.P. Air and the International Association of Machinists and Aerospace Workers. Some 900 maintenance workers were affected. The details of settlement were not available as the year ended.

*Broadcasting Operations* — Following the earlier services of a conciliation officer assisted by an Industry Specialist, the Minister appointed a conciliation board to deal with a dispute between the Canadian Broadcasting Corporation and the Canadian Union of Public Employees. The board was fully constituted on October 20 with the appointment as Chairman of Professor Louis-Marie Tremblay of the University of Montreal. The hearings of the board began in November 1970 and continued until early January 1971. The report of the board was received on January 19. After the release of the board report, the parties undertook to enter into further negotiations and later requested mediation services. On February 19, the Minister appointed the Industry Specialist and a departmental conciliation officer as mediators. Continuous mediation sessions brought about a settlement, which was subject to ratification, as the year ended. The details of settlement were not disclosed at the time.

After the services of a conciliation officer and an Industry Specialist, a conciliation board was appointed by the Minister to deal with a dispute between the Canadian Broadcasting Corporation and the Association of Radio and Television Employees of Canada. Approximately 2,200 employees were affected. The collective agreement had expired on March 31, 1970. The conciliation board was fully constituted on August 20 with the appointment as Chairman, of Professor Louis-Marie Tremblay of the University of Montreal. The board began its hearings in September and continued until early January. The report of the board was received by the Minister on February 15 and was released to the parties. The parties entered into further negotiations and then asked for mediation services. On February 26, the Minister appointed the Industry Specialist and a departmental conciliation officer as mediators. Following marathon mediation sessions under the direction of the Minister, a settlement was reached and ratified on March 26. The new agreement was for a

period of three years from April 1, 1970 and provided a total average wage increase of 19.7 per cent over the life of the contract.

Early in the year, a conciliation officer was appointed to deal with a dispute between the Canadian Broadcasting Corporation and the Canadian Wire Service Guild. No settlement could be reached at this stage, however, and the Minister appointed a conciliation board. The board was fully constituted at the end of July when the Minister appointed Thomas C. O'Connor of Toronto as Chairman. With concurrence of the parties, hearings of the board began in November and continued until mid-February. The report of the board was received by the Minister on March 16 and was released to the parties. After further unproductive negotiations between the parties, on March 26, the Minister appointed an Industry Specialist and a conciliation officer as mediators. After intensive mediation sessions under the direction of the Minister, a settlement was reached, which was subject to ratification. Some 190 news service employees were affected. The details of the settlement had not been released by the end of the year.

A dispute affecting some 90 news service employees at the Canadian Broadcasting Corporation in Montreal received the services of a conciliation officer but a settlement was not achieved. The existing collective agreement expired on May 31, 1970. The union concerned was the General Syndicate of Cinema and Television Workers (CNTU). A conciliation board was established and fully constituted on November 10, when the Minister appointed Professor Raymond Lachapelle, of the University of Montreal, as Chairman. Hearings of the board were concluded as the year ended but the Minister had not received the report.

*Grain Elevators* — In a dispute affecting the West Coast grain elevators, the Minister appointed a conciliation board when a conciliation officer was unsuccessful in bringing about a settlement. The parties affected were United Grain Growers Limited, Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited and Grain Workers Union, Local 333 and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. The existing collective agreement had expired on November 30, 1969. Some 500 grain workers were involved. The conciliation board was fully constituted on April 22, 1970, when the Minister appointed T.C. O'Connor of Toronto as Chairman. The board brought about a settlement, which was ratified by the union membership at the end of June. The new agreement was for a period of two years from December 1, 1969 and provided wage increases of 34 an hour in each year.

In a dispute affecting a number of companies represented by the Lakehead Terminal Elevators Association

and the Brotherhood of Railway, Airline and Steamship Clerks, the parties agreed to have an Industry Specialist sit in as an observer on their negotiations. The existing collective agreement covering some 1,200 grain handlers, expired on December 1, 1970. No agreement was reached between the parties and the Minister established a conciliation board. The conciliation board was fully constituted on February 9, 1971, when the Minister appointed T.C. O'Connor of Toronto as Chairman. The hearings of the conciliation board began in early March and ended about March 26 when the board brought about a settlement, which was subsequently ratified. The new agreement runs for two years from January 1, 1971 and provides a 35¢ an hour increase in each year.

*Great Lakes Shipping* — On December 17, 1970, a conciliation officer was appointed by the Minister to deal with a dispute between the Canadian Lake Carriers Association and the Seafarers' International Union of Canada. The existing collective agreement had expired on September 21; it affected some 3,000 unlicensed personnel.

After intensive conciliation sessions, the conciliation officer reported on January 13 that a settlement had been reached. The settlement was later ratified by the union membership. The new agreement, effective from January 12, 1971, runs for three years. The total wage increase over the term of agreement was 49 an hour.

*Mining Operations* — A conciliation officer was appointed on August 12, 1970 in a dispute affecting the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba, and the Association of Flin Flon Trade Unions. Some 550 tradesmen were affected. No settlement could be reached at this stage and the Minister appointed a conciliation board. The board was fully constituted on October 28 with the appointment as Chairman of R.A. Gallagher, Q.C., of Winnipeg. The board report was received by the Minister on January 15, 1971, and was released to the parties. The board did not make any recommendations because, in its view, the issue in dispute, the unions' desire to negotiate a completely new collective agreement, made recommendations useless. On the other hand, the company felt that the old agreement, which expired on September 30, 1970, should provide a basis for negotiations. The union membership voted for strike action and a strike began on January 27. The Minister appointed a departmental conciliation officer as mediator. However, despite mediation sessions which began in Flin Flon on March 22 and lasted five days, no agreement could be reached and the strike was still in effect at the year-end.

*Railway Operations* — Applying the technique of early mediation, at the request of the parties, a senior conciliation officer and the railway Industry Specialist assisted the 22,000 shopcraft union group and Cana-



dian National Railways and C.P. Rail in their negotiations. The existing collective agreement was due to expire on December 31, 1970. The mediators began their mediation sessions in Montreal in early November. After many days of intensive discussions, the mediators brought about an agreement on December 18, about ten days before the old contract was due to expire. Owing to internal union problems, however, the agreement had not been ratified as the year closed. The new agreement, effective from January 1, 1971 for a period of two years, provides for wage increases of 8 per cent in the first year and 7 per cent in the second year.

The dispute affecting the railways and the 55,000 non-operating union group was also subjected to early mediation and the same mediators provided their services to the parties in early January 1971. The collective agreement had expired on December 31, 1970. After many weeks of continuous mediation sessions, the mediators reported that agreement had been reached as the fiscal year ended. The wage settlement was similar to that reached in the shopcraft agreement, described above.

Disputes affecting the Brotherhood of Locomotive Engineers and the Canadian National Railways and C.P. Rail received the services of the railway Industry Specialist. The collective agreement affecting the union and C.P. Rail expired on March 15, 1970 and that between the union and Canadian National Railways on April 30, 1970. After several meetings with the union and both railway companies, the Industry Specialist reported that negotiations had broken down. The union requested the appointment of two conciliation boards and both boards were fully constituted with a Chairman, R.A. Gallagher, Q.C., of Winnipeg, who was appointed by the Minister on September 30. After hearings of the boards concluded in late February 1971, the Minister received the boards' reports on March 15, and the reports were released to the parties. Further negotiations between the parties ensued. The union set a strike date for Monday, April 5. However, with the intensive mediation assistance of the Minister and the Assistant Deputy Minister (Labour Relations), an agreement was reached as the year closed. The settlement provided wage increases of 8, 8 and 7 per cent compounded over three year agreements running from March 16, 1970 in the case of C.P. Rail and from May 1, 1970 in the case of the CNR. Some 4,400 locomotive engineers were affected.

As the year ended, the railway Industry Specialist was providing mediation services in disputes affecting the United Transportation Union and C.P. Rail and Canadian National Railways.

*Towboat Operations* — In a dispute affecting the Canadian Merchant Service Guild and the B.C. Towboat

Owners' Association, a conciliation officer was unable to bring about a settlement and the dispute was referred to a board of conciliation. Some 1,200 masters and mates were affected. On November 21, 1969, the Minister appointed R.A. Gallagher, Q.C., of Winnipeg, as Chairman of the conciliation board. The report of the board was received on March 26, the Guild rejected the report and the membership of the union voted for strike action. On May 2, the parties met for further negotiations and a senior departmental conciliation officer and an Industry Specialist provided mediation services. The mediation continued until the next day, when the Guild called a strike and negotiations were terminated. The mediators withdrew temporarily from the dispute. In late May, the mediators brought the parties back to the bargaining table. After intensive daily mediation sessions, they placed the package proposal before the parties. The proposal was accepted and the strike ended on June 13, when the settlement was ratified. The new agreement was for a period of three years from October 1, 1969, and the total wage increase was about 26 per cent over the period.

The minimum crew complement on towboats was one of the controversial issues on which agreement was reached. Other problems resolved were those of minimum standards for crew accommodation and safety. The settlement of this dispute influenced the disputes affecting the unlicensed personnel, which had been referred to conciliation boards. Departmental mediators were active in the further negotiations that followed the release of the boards' reports and in the settlements, which were reached in late October. The Seafarers' International Union of Canada represented about 300 unlicensed personnel. Some 375 unlicensed personnel were represented by the Canadian Brotherhood of Railway, Transport and General Workers.

*Conciliation Proceedings during Year* — During the fiscal year ended March 31, 1971, conciliation officers effected settlements in 91 of 164 labour-management disputes referred to them; 32 of the 164 disputes had been carried over from the previous year. Conciliation officers were unable to arrange settlement of 37 disputes and recommended the appointment of conciliation boards. In 2 of the 164 disputes legal strikes occurred and one dispute lapsed. There were 33 disputes in the hands of conciliation officers at the close of the year.

Conciliation boards were appointed to deal with 39 disputes. In addition, 19 conciliation boards were carried over from the previous year. In 35 of 58 disputes, settlements were obtained on the basis of the boards' reports, in post-conciliation negotiations, or through departmental mediation services. Five of the 58 disputes were not settled and legal strikes occurred, and



**Conciliation Proceedings Under the Industrial Relations and Disputes Investigation Act,  
by Disposition of Cases, for Fiscal Year 1970-71 and from Inception\* of the Act**

	1970-71		From Inception to March 31, 1971	
	Number of Disputes	Number of Workers Directly Affected	Number of Disputes	Number of Workers Directly Affected
Disputes being dealt with by conciliation officers at beginning of period . . . . .	32	5,613	—	—
Disputes referred to conciliation officers . . . . .	132	17,852	1,775	1,099,869
<b>Total . . . . .</b>	<b>164</b>	<b>23,465</b>	<b>1,775</b>	<b>1,099,869</b>
Disputes settled by conciliation officers . . . . .	91	10,470	1,159	396,590
Disputes not settled by conciliation officers . . . . .	39	9,018	546	696,374
Disputes which lapsed; no further action required . . . . .	1	2	37	2,930
Disputes being dealt with by conciliation officers at end of period . . . . .	33	3,975	33	3,975
<b>Total . . . . .</b>	<b>164</b>	<b>23,465</b>	<b>1,775</b>	<b>1,099,869</b>
Disputes being dealt with by conciliation boards at beginning of period . . . . .	19	3,690	—	—
Disputes in which parties were considering conciliation board recommendations at beginning of period . . . . .	—	—	—	—
Disputes referred to conciliation boards . . . . .	39	14,595	549	1,527,811
<b>Total . . . . .</b>	<b>58</b>	<b>18,285</b>	<b>549</b>	<b>1,527,811</b>
Disputes settled by conciliation boards . . . . .	35	8,193	403	1,026,337
Disputes not settled by conciliation boards . . . . .	5	3,669	111	494,475
Disputes which lapsed; no further board action required . . . . .	4	179	21	755
Disputes in which parties were considering conciliation board recommendations at end of period . . . . .	—	—	—	—
Disputes being dealt with by conciliation boards at end of period . . . . .	14	6,244	14	6,244
<b>Total . . . . .</b>	<b>58</b>	<b>18,285</b>	<b>549</b>	<b>1,527,811</b>

\*September 1, 1948.

**Conciliation Proceedings under the Industrial Relations and Disputes Investigation Act,  
by Disposition of Cases, for fiscal years beginning  
April 1, 1949 to the fiscal year ending March 31, 1971**

Fiscal Year Ending March 31	(1)*	(2)	(3)	(4)	(5)*	(6)	(7)	(8)	(9)	(10)	(11)
	Cases Refer- red to Officers	Handled to Finality by Officers	Settle- ments by Officers	%	Disputes Referred to Boards	Handled to Finality by Boards	Settlements by Boards and Post Conciliation Mediation without work stoppage	%	Total Settlements by Officers, Boards and Post Conciliation Mediation without work stoppage	Legal Strikes	Overall % of Settlements without work stoppage
1950	34	28	15	54	18	12	11	92	26	1	96
1951	44	38	19	50	21	12	9	75	28	3	90
1952	46	37	18	49	35	20	19	95	37	1	97
1953	63	55	32	58	37	25	24	96	56	1	98
1954	66	55	37	67	30	25	23	92	60	2	97
1955	80	74	48	65	30	12	10	83	58	2	97
1956	53	49	31	63	38	23	17	74	48	6	89
1957	60	51	32	63	40	31	25	81	57	6	90
1958	117	88	53	60	44	23	22	96	75	1	99
1959	108	88	63	72	44	30	24	80	87	6	94
1960	106	91	72	79	36	28	27	96	99	1	99
1961	82	70	52	74	27	15	13	87	65	2	97
1962	90	76	51	67	40	25	21	84	72	4	95
1963	79	68	51	75	32	23	18	78	69	5	93
1964	81	59	46	78	23	15	13	87	59	2	97
1965	115	86	65	76	32	21	17	81	82	4	95
1966	134	104	68	65	46	31	25	81	93	6	94
1967	128	100	72	72	47	40	29	73	101	11 <sup>1</sup>	90
1968	142	114	80	70	36	24	19	79	99	5	95
1969	165	137	108	79	40	32	24	75	132	9	94
1970	155	123	78	63	42	23	15	65	93	15 <sup>2</sup>	86
1971	164	130	91	70	58	44	35	80	126	7	95

\*Columns 1 and 5 include cases carried over from previous year and cases pending.

<sup>1</sup> Includes the national railway strike which involved 5 separate disputes heard before 5 Conciliation Boards, but was only one strike involving all unions concerned.

<sup>2</sup> Includes 3 separate trucking disputes involving one employer and also 3 separate disputes affecting one employer in the communications field, but only one strike occurred in each case.

four disputes lapsed. There were 14 disputes being dealt with by conciliation boards at the close of the year.

## INDUSTRY SPECIALIST PROGRAM

Within the program the Industry Specialists use the techniques of preventive mediation, early mediation, act as conciliation officers in specific disputes and as mediators in post-conciliation negotiations. To deal with various technical aspects of labour-management problems, the Industry Specialists also receive support from other branches of the Department, such as Economics and Research, Labour-Management Consultation, Accident Prevention and Compensation, and Labour Standards.

Preventive mediation is applied, for example, during the closed period of the collective agreement, when the Industry Specialist is able to assist the parties in resolving certain issues and problems with the result that there are fewer issues to be dealt with in the next agreement negotiations and less contentious bargaining. Early mediation has been used with success in contract renewal disputes. The parties have requested the mediation services of an Industry Specialist in the period when the contract is open for renewal and the record has shown satisfactory results in that settlements have been reached before the expiry dates of the contracts.

In other instances, the Industry Specialists have been appointed as conciliation officers under the Act and have been able to bring about settlements without the necessity of referring disputes to conciliation boards. Industry Specialists have also provided successful mediation services to the parties after conciliation boards have reported and in other cases their mediation has brought about strike settlements.

Since the inception of the program to March 31, 1971, Industry Specialists have been assigned 66 cases in the various categories described above. Industry Specialists have achieved successful results in 80 per cent of the cases dealt with to finality.

## OTHER PROCEEDINGS

*Applications for Consent to Prosecute* — The Minister during the year received 23 applications for consent to prosecute under Section 46 of the Act. Eight were granted (including one carried over from the previous year), 13 were withdrawn (including 10 carried over from the previous year); 8 lapsed; and 5 are pending.

Since the Act came into effect, the Minister has received 495 applications for consent to prosecute: 158 applications have been granted, 39 refused, 12 settled, 245 withdrawn, 36 lapsed, and 5 are pending.

*Complaints of Violation of the Act* — Twelve complaints of alleged violation of provisions of the Act

were made to the Minister during the year; complaints by persons claiming to be aggrieved because of such violation are permitted under Section 44. One resulted in the granting of consent to prosecute; one (carried over from the previous year) was dismissed when found to be unsupported by the facts, 7 were withdrawn (including one carried over from the previous year); and 5 are pending.

From the inception of the Act to the end of the year there have been 146 complaints under Section 44. Twenty-two cases have been settled, one case by an Industrial Inquiry Commission and 21 by conciliation officers. Thirty-six cases were not settled or were dismissed when found to be unsupported by the facts; 38 were withdrawn, 8 as a result of Industrial Inquiry Commissions; 21 have lapsed, 24 resulted in either granting or refusal of consent to prosecute, and 5 are pending.

*Arbitration* — During the year the Minister received, from parties to collective agreements, 27 requests for the designation of an arbitrator to deal with differences arising between the parties concerning the meaning or violation of the collective agreements. In 26 cases an arbitrator was named (including 5 carried over from the previous year). Of the remainder the requests were either withdrawn or lapsed, or the parties made other arrangements. The designation of an arbitrator by the Minister is not a statutory requirement and is a service rendered under Section 19 of the Act.

## EMPLOYEE REPRESENTATION

The Employee Representation Branch provides the staff functions required in the administration of the provisions of the Industrial Relations and Disputes Investigation Act that involve the powers and responsibilities of the Canada Labour Relations Board. The Board is entrusted with responsibility for ensuring the orderly solution of representation disputes by determining applications for the certification or decertification of trade unions as bargaining agents; for prescribing grievance and arbitration procedures upon application; and, upon referral from the Minister of Labour, for dealing with complaints that a party to collective bargaining has failed to make every reasonable effort to conclude a collective agreement. Officers and staff of the Employee Representation Branch act as officers and staff of the Board.

## CANADA LABOUR RELATIONS BOARD

The Canada Labour Relations Board met on 41 days during the year. There were 40 hearings in which the Board heard oral submissions and evidence presented by representatives of employers, trade unions and vari-



ous other parties concerned in 43 cases. Many cases coming before the Board are decided without the necessity for a hearing. On the other hand, certain individual applications require hearings that consume several days. In the fiscal year, there were six applications in which the evidence and argument required 16 sitting days.

*Certification Proceedings* — The 119 applications for the certification of bargaining agents received by the Board during the year affected some 4,500 workers. In addition, 32 applications for certification were in process at the close of the previous year. Of these 151 applications, which directly affected some 5,500 workers, 72 were granted, 31 rejected, and 22 were withdrawn. At the end of the year, the remaining 26 were still being investigated. During the year, the Board ordered 23 representation votes in applications for certification.

Of the 31 applications for certification that were refused, 16 were rejected because the applicants failed to establish a majority standing, seven were made for inappropriate units, two involved employees and employers engaged in a work, business or undertaking that did not come within the application of the Act, one was made before the expiry of 10 months of the term of an agreement and five were refused for miscellaneous reasons.

From the inception of the Act to March 31, 1971, the Board received 2,442 applications for certification, directly affecting some 288,100 workers. A total of 1,419 applications were granted, 513 were rejected, 476 were withdrawn, eight lapsed or were adjourned *sine die*, and 26 were pending at the end of the year. In that period the Board ordered 406 representation votes in applications for certification and 25 votes in proceedings involving revocation of certification.

Of the 513 applications rejected in that period, 283 were refused because of the applicants' failure to establish a majority standing, 116 were made for inappropriate units, 43 involved employees and employers engaged in a work, business or undertaking not under the jurisdiction of the Board, four were made before six months had elapsed after the rejection of a previous application for the same unit, 13 were made before the expiry of 10 months of the term of an agreement, and 54 were refused for miscellaneous reasons.

### Other Proceedings

*Complaints of Failure to Bargain* — During the year no complaints were made to the Minister under Section 43 of the Industrial Relations and Disputes Investigation Act alleging that a party had failed to bargain collectively, and therefore no complaints were referred to the Board.

From the inception of the Act to March 31, 1971, the Minister referred to the Board eight complaints concerning failure to bargain collectively. In three cases the Board issued orders requiring the respondents to bargain collectively with the complainants and in one of these cases the Board later revoked the order. It dismissed four complaints on the grounds that Section 43 of the Act did not have application to the matters in dispute, and it permitted the withdrawal of one such complaint.

*Decertification Proceedings* — The Act provides (Section 11) that where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification.

During the year six applications for revocation of certification were received. Of these, five were granted and one was rejected. The Board ordered two representation votes in these cases.

Since the inception of the Act the Board has received 102 applications for revocation and has initiated review and reconsideration proceedings leading to revocation in three other cases, making a total of 105 revocation proceedings. Of the 102 applications for revocation received during the period, 66 were granted, in one a declaration was issued stating that the Board's earlier certification was of no force and effect, 28 were refused, six were withdrawn, and one lapsed. Three decertification orders were issued in the review and reconsideration proceedings initiated by the Board.

*Applications for Review* — The Act provides (Section 61(2)) that a decision or order of the Board is final and conclusive and not open to question, or review, but the Board, if it considers it advisable so to do, may reconsider any decision or order made by it under the Act and may vary or revoke any decision or order made by it under the Act.

During the year, 18 applications for review were received and two were in process at the end of the previous year. Of these 20 applications, 14 were granted, three were denied, two were withdrawn and one was pending at the end of the year.

Since the inception of the Act, the Board has received 147 applications for review: 69 were granted in whole or in part, 70 were refused, six were withdrawn, one lapsed and one was pending on March 31, 1971.

*Applications for Procedure for Final Settlement of Disputes Concerning the Meaning or Violation of Collective Agreement* — The Act prescribes (Section 19) that where a collective agreement does not contain a procedure for the final settlement of differences concerning the meaning or violation of the agreement, an application may be made to the Board for the provision of such a

procedure. No such application was received during the year.

Since the inception of the Act, 18 such applications have been received; eight were granted, three rejected, and seven settled without the necessity of a Board order.

## **FAIR EMPLOYMENT PRACTICES**

During the year there was increased activity in the two main areas of the Branch's responsibility: the administration of the Canada Fair Employment Practices Act, including the investigation of complaints, and the promotion of affirmative action.

Although the administration of complaints under the Act remained the basic responsibility of the Branch, affirmative action continued to grow in importance as a recognized and successful method of changing the patterns of discrimination that still effectively bar minorities from equal opportunities in employment.

Affirmative action on the part of an employer or union goes beyond a simple declaration of non-discrimination in employment. It is rather a commitment to positive efforts to encourage the training, recruitment and career development of historically disadvantaged minorities, and as such it constitutes a broadly based effort on behalf of human rights and equal opportunity.

A variety of techniques and approaches were employed to generate affirmative action at the community level. In most instances, however, the Branch responded to requests for assistance by a body working at the provincial or local level — for example, a provincial human rights agency, a minority group organization, a human rights committee or a labour organization.

The general method of approach, based on close and continued contact with minority groups, has been well received mainly because it has been compatible with their expressed need for self-determination and self-definition.

At year's end, the Branch was assisting in the development of pioneer affirmative action programs in several communities in the Maritimes, Ontario and British Columbia. Some of these programs were producing results such as special recruitment and training programs by industry for historically disadvantaged people, particularly Indian and Black people. Some programs were sufficiently well organized as to need little more guidance from the Branch, but others were still in the preliminary stages of community organization.

The pattern, in general, has been to help a minority group to document its economic and social position in the community, and to help it come together with local government and local employer and other groups to form local action committees capable of working effectively for fair employment and human rights.

The Branch worked closely also with several companies that are among the largest employers in Canada. These employers requested help in setting up programs of affirmative action in areas where they have become aware of minority problems.

The Branch continued to maintain close working relationships with appropriate federal agencies, provincial human rights agencies, central labour bodies, provincial federations of labour, and some major unions, with the object of developing, through co-operative efforts, positive action programs to bring about more equality of opportunity in employment.

Since affirmative action in employment can be effective only when it is practised at all levels of a company, foremen and supervisors, as well as senior management, need to understand the attitude, sensitivities and problems of people from the disadvantaged minorities on first entering industrial employment. To create this kind of understanding the Branch continued efforts, begun the previous year, to develop and promote sensitivity training for supervisory and senior levels of employment. In co-operation with one large company, experiments with videotaped discussions were introduced both to the company's employees and to communities. Research for scripting of related films was conducted.

In the enforcement of the Act, the Branch dealt with 165 complaints during the year, including 26 carried over from the previous year. In addition, a large number of appeals for assistance and general enquiries about human rights were received.

Of the 165 complaints dealt with during the year, 120 were within federal jurisdiction.

No attempt was made to assess success or failure on the basis of the complainant's perspective alone, since the principle followed in case investigation is to uncover the facts and deal with the complainant and the respondent in the most appropriate fashion within the spirit and intent of the legislation.

Significant results were achieved, however, in 40 of the cases investigated — that is, the complainant was offered training, job or promotion or first chance at a future opening for a job or promotion; improvement in employer hiring policies related to minorities; affirmative action undertaken by employer or union to counteract patterns of rejection, including commitment by employer or union to sensitivity training for supervisors and staff; the establishment of meaningful dialogue and continuing liaison between minorities and employers, minorities and unions, and minorities and their communities.

Of the remaining 80 cases, 18 were still under investigation at year's end and 62 investigations had been



terminated for a variety of reasons, including withdrawal of complaints.

Every case thoroughly investigated is considered to be beneficial both to the complainant and the respondent, not only in cases where discrimination is uncovered, but also in cases where the complaint has not been substantiated. In many of the latter, an investigation helped respondents shed light on potential problems offering the possibility of discriminatory treatment. Such investigations have alerted senior executives to the need for more understanding of minority problems and for closer supervision of areas where junior staff could practise discrimination by exercising personal prejudices.

Wide distribution continued of pamphlets on the provisions of the Act, and on various aspects of human rights. Pamphlets were distributed to prospective immigrants by immigration officers abroad and were made available at Canada Manpower Centres at home.

T.V. networks and independent stations in all major population areas co-operated in promoting affirmative action by broadcasting promotional clips, varying in length from 10 to 60 seconds, provided by the Branch.

During the year, staff increased from 10 to 14.

## LABOUR-MANAGEMENT CONSULTATION

One of the main objectives of the Department is to promote good industrial relations. The Labour-Management Consultation Branch made a valuable contribution toward this objective, in the fiscal year 1970-71, by actively developing meaningful dialogue between union and management in primary and secondary industry and in the service industries.

The work of the Branch's 21 industrial relations officers was particularly directed to companies coming under federal jurisdiction. Thirty-seven educational and training seminars were sponsored in co-operation with various unions and managements to facilitate the implementation of joint consultation in the many plants and establishments represented at these seminars. Existing committees in companies under provincial and federal jurisdiction were serviced and 169 new committees established.

Greater emphasis was placed on regular joint consultation as an integral part of the collective bargaining relationship. Every working day of the year more than 100 meetings are held among the labour-management committees registered with the Branch. The Branch's industrial relations officers have proof that joint consultation creates better understanding between the two parties, reduces the number of formal grievances and accelerates the settlement of collective agreements. This latter is particularly apparent where committees have accepted, in full, the Branch's program, which encour-

ages discussion of contractual matters prior to formal negotiation.

At March 31, 1971, there were 782,919 participants in joint consultation. Of these, 148,623, represented by 460 labour-management committees, were in companies under federal jurisdiction and 634,296 represented by 2,276 committees in companies under provincial jurisdiction. More than 10,000 meetings were held with management, union, federal, provincial and civic representatives to service existing committees or to promote the joint consultation philosophy. There were 1,957 contacts with individual organizations under federal jurisdiction and 4,706 under provincial jurisdiction. During the year 3,221 service calls were made and 39 committees upgraded to the standards established by the Branch. Others improved their efficiency through suggestions made by the industrial relations officers.

Another aspect of the Labour-Management Consultation Branch Program is the sponsoring of area labour-management conferences. Through these conferences, the principle of joint consultation is put into practice on a scale that involves federal, provincial and municipal governments, and union leaders and management representatives of the community itself. Three of these conferences were held in 1970-71.

"Productivity, Labour Relations and the Economy" was the theme of the first conference, held in Charlottetown, P.E.I., on April 2, 1970. Most of the 232 delegates in attendance were labour and management representatives from Prince Edward Island.

The Branch held a small scale conference, the first of its kind, in Beauharnois, Qué., on June 11, 1970. Seventy-three delegates from the Beauharnois-Melocheville area attended this pilot project conference on communication. The program consisted of union, management and government spokesmen giving their views on labour-management consultation, and a general question period.

The third conference, held in Halifax, N.S., on October 19, was attended by 178 delegates. The majority of the delegates were active members of the 102 joint consultation committees in Nova Scotia. A role-playing presentation of a labour-management committee meeting, designed to show that joint consultation is not a substitute for the grievance process or something to "keep the workers happy," was the item on the agenda most appreciated by the delegates. The small workshops which followed this presentation produced several interesting suggestions on how to increase the returns from joint consultation.

To supplement the work of its representatives the Branch publishes annually *The LMC Committee Material Order Book*, which contains a variety of posters, discussion material and other documentation to assist



labour-management committees in their work. Upon request, field officers also conduct special meetings with the aid of modern audio-visual equipment.

Informative articles on the various types of joint consultation committees, the problems they have overcome and the challenges they are meeting are published regularly in the Branch's newspaper, *Teamwork in Industry*. This publication appears 10 times a year and is distributed without charge to those interested in joint consultation. It has a circulation of 36,000 English and 13,500 French copies per issue.

The Branch produced two new publications during the year:

*The Joint Consultation Approach*, a bilingual question-and-answer booklet, designed to promote the basic philosophy of labour-management consultation.

*Case Histories of Labour-Management Consultation Committees*, available in English and French, analyses cases in which labour and management have reached equitable solutions to their problems through joint consultation.

# EMPLOYMENT STANDARDS PROGRAM

The Employment Standards Program is concerned with the application of standards established by or under the Canada Labour (Standards) Code, the Canada Labour (Safety) Code, the Fair Wages and Hours of Labour Act and related Orders in Council; with the administration of workmen's compensation legislation applying to merchant seamen and federal public servants; and with the investigation and promotion of women's rights in matters relating to employment. It is divided into three units: the Labour Standards Branch, the Accident Prevention and Compensation Branch, and the Women's Bureau.

## LABOUR STANDARDS

The Labour Standards Branch is responsible for the administration of the Canada Labour (Standards) Code, the Fair Wages Policy of the Government of Canada and the Fair Wages and Hours of Labour Act. The Branch consists of a headquarters organization, with two divisions, and nine regional offices, in St. John's, Halifax, Fredericton, Montreal, Ottawa, Toronto, Winnipeg, Edmonton and Vancouver. One headquarter's division, Standards, is responsible for the administration of the Canada Labour (Standards) Code; the other division, Federal Contracts, is responsible for the administration of the Fair Wages Policy.

The Labour Standards Branch investigates all complaints and carries out a planned inspection program to promote compliance with the legislation. The Branch also conducts annual wage surveys to determine wage rates required to be paid on federal construction contracts.

## Canada Labour (Standards) Code

The Code, which came into effect July 1, 1965, established basic labour standards for hours of work, overtime pay, minimum wage, annual vacation and general holidays with pay for employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada.

## Deferments and Suspensions

Where it is shown to be unduly prejudicial to the interests of the employees or seriously detrimental to the federal work, undertaking or business to immediately introduce the legislation, power is given to the Minister of Labour, under sections 51(1) and 52, to

defer or suspend, for a limited period of time, the operation of Part I — Hours of Work — and section 11 of Part II — Minimum Wages. All such deferments or suspensions have now expired. None was issued during the past year.

The railway industry has a stay of operation of Part I, under section 53, until its submission is rejected or a deferment order is made.

## Extension Orders

Orders issued under section 51(1) must not exceed a period of 18 months from the date of the Order. But Orders for periods in excess of 18 months may be made pursuant to section 51(2) by the Governor in Council on recommendation of the Minister of Labour where it is made to appear, from a report of an inquiry held pursuant to section 35 of the Code, that a longer period of deferment is required in the best interests of the employees or that certain provisions of Part I would unduly disturb any employment custom of the business.

During the fiscal year, there were six such Orders in effect:

1. Newfoundland Shipping Hours of Work Extension Order (P.C.1967-2260 and amendment P.C.1969-1024).

The operation of Part I of the Code was further suspended from January 1, 1968 to December 31, 1973, and interim standards were established for any work, undertaking or business in the province of Newfoundland operated or carried on for or in connection with navigation and shipping, including the operation of ships and transportation by ship.

2. Transport of Goods by Motor Vehicle Hours of Work Extension Order (P.C.1968-581 and amendment P.C.1968-1433).

The trucking industry within the legislative authority of the Parliament of Canada is operating under this Order, which suspended the operation of Part I of the Code and provided interim standards for the period from July 1, 1968 to June 30, 1971. Under this Order during the past year, 12 averaging plans of 13 weeks or less were adopted for 282 highway drivers; and one plan in excess of 13 weeks was authorized for one employee.

The Minister approved 27 permits under section 8 and one permit under section 11, allowing hours to be

worked in excess of the maximum hours prescribed in the Order.

- 3. Transport of Mail by Motor Vehicle by Contractors of the Canada Post Office Hours of Work Extension Order (P.C.1968-1844).

Highway drivers employed by mail contractors of the Canada Post Office are operating under this Order. This suspended Part I of the Code and prescribed interim hours of work for the period from September 11, 1968 to June 30, 1971.

- 4. Great Northern Railway Company Hours of Work Extension Order (P.C.1969-2273).

This Order suspended the operation of Part I of the Code for a period commencing December 1, 1969, until termination coincidental either with decisions respecting the railway industry or with the making of an Order by the Governor in Council under section 51(5), whichever is earlier. It stipulated that the hours of work and the rates of overtime pay were to be those established for employees covered by the listed collective agreements.

- 5. St. Lawrence River and East Coast of Canada Transportation of Goods by Ship Hours of Work Extension Order (P.C.1969-2404).

The operation of Part I of the Code was suspended and interim hours of work standards were established until December 31, 1973. It applied to employees engaged in the transportation of goods or passengers or both by ships operating primarily from any port in the provinces of Québec, Prince Edward Island, Nova Scotia or New Brunswick to any port in any other of such provinces or the province of Newfoundland.

During the year one permit was authorized under section 9 allowing hours to be worked in excess of the maximum hours prescribed in the Order.

- 6. Cape Breton Development Corporation Hours of Work Second Extension Order (P.C.1969-2433).

This Order further suspended until July 31, 1971, the operation of Part I of the Code and established interim hours of work standards for employees of the Coal Division, other than office personnel, of the Cape Breton Development Corporation.

**Amendments**

Effective July 1, 1970, Part II of the Code was amended by increasing the minimum hourly wage rate, or its equivalent, to \$1.65 from \$1.25.

Also, the Regulations (General) were amended by setting the basic wage for employees under the age of seventeen at not less than \$1.40 an hour, or its equivalent.

**Flexible Features of the Code**

Certain provisions of the Code allow employers some flexibility in applying its standards to their operations. During the year, this was accomplished by the following means —

- Thirty-seven averaging plans of 13 weeks or less were reported as having been adopted, under section 6 of the Regulations, affecting approximately 9,125 employees.
- Thirty-four averaging plans in excess of 13 weeks were authorized under section 5 of the Regulations, affecting 1,947 employees.
- Forty-two permits were granted under section 9 of the Code, allowing hours to be worked in excess of the prescribed maximum hours.
- Thirty-eight reports were received under section 9(5) advising that 7,177 employees had worked a total of 202,004 hours in excess of the prescribed maximum hours.
- Two hundred and thirty-eight reports were received in connection with section 10, advising that 6,787 employees had worked 156,072 emergency hours over the maximum hours allowed.
- When the minimum hourly wage rate was amended July 1, 1970, five exemptions under Regulation 10(b) in respect of trainees were revoked and five new exemptions were issued. One request for an exemption was rejected.
- Two authorizations to pay less than the minimum wage to a handicapped employee were granted and one application was rejected, under section 13 of the Code.
- Sixty-six approvals of a year of employment, other than the employee's anniversary date, for vacation purposes were consented to under section 16 of the Regulations.
- Five approvals to waive annual vacation were authorized under section 14 of the Regulations, affecting 11 employees; and 11 notifications of postponement of annual vacation, affecting 279 employees, were received under section 15 of the Regulations.
- Fifteen notifications of substitution of a general holiday, affecting approximately 1,045 employees, were received under section 28(1)(a) of the Code; and 32 substitutions, affecting 721 employees, were approved by the Minister under section 28(1)(b).

**Enforcement Program**

During the year, 918 complaints, made by employees, were investigated. Of these 414 involved violations of the Code, which resulted in wage arrears recoveries of \$75,560.



In this same period, 1,349 companies, employing approximately 28,554 employees, were inspected. Of these, 722 companies were in compliance with the standards of the Code; 235 did not appear to come within the jurisdiction of the Code; the remaining 196 firms were in violation of the provisions of the Code. These violations involved wage arrears settlements of \$215,532 on behalf of 2,625 employees.

## FEDERAL CONTRACTS

### Fair Wages on Government Contracts

#### *Contracts for Construction, Repair, Remodelling and Demolition*

During the year the Branch issued 5,115 schedules of labour conditions, compared with 3,438 during 1969-70 and 3,492 during 1968-69.

Eight schedules were supplied to Atomic Energy of Canada Limited for contracts for the Nelson River Transmission Facilities in Manitoba. Six additional schedules were supplied to Atomic Energy of Canada Limited for contracts for the Nuclear Research Establishment, Whiteshell, Man., and for the construction of the town of Pinawa, making a total of 186 schedules since the first one was issued on June 8, 1961.

The Department of Transport began construction, at Ste. Scholastique, Qué. of the new Montreal International Airport. The project is expected to continue until 1980, with some runways being ready for use by 1974. The first two wage schedules were issued on January 23, 1970, and during the past fiscal year, 12 additional wage schedules were supplied to the Department of Transport for contracts in connection with the construction of this new airport.

#### *Contracts for the Manufacture of Supplies and Equipment*

Departments awarding contracts for the manufacture of supplies and equipment are required to include standard labour conditions as provisions of the contracts. During the year, 1,103 contracts were awarded compared with 1,273 during 1969-70. The policy regarding the submission of statutory declarations in connection with these kinds of contracts was reviewed and it was found that it was not necessary to forward them to the Department of Labour. Therefore this procedure was eliminated during the past fiscal year.

Although the Fair Wages legislation does not apply to contracts for services, schedules were issued for service contracts at the request of government departments for work such as interior cleaning of public buildings, moving office furniture and supplies, and catering to army camps and other establishments.

## Enforcement Activities under the Fair Wages Legislation

All complaints received with respect to failure of contractors to apply the labour conditions of contracts were investigated. In addition, a policy of regular planned inspections was maintained.

During the year, 1,329 inspections were made of wages and hours of work and other labour conditions, including the non-discrimination provisions, being observed by contractors on government contracts. Of the 1,329 inspections carried out, 997 involved main contractors and 332 subcontractors. The corresponding figures for 1969-70 were 1,088, 518 and 570, respectively.

The enforcement of the required labour conditions and minimum wage schedules during 1970-71 resulted in the collection of a total of \$143,784.34 from 158 contractors for distribution to 1,475 workers to satisfy wages owing by the contractors. During the fiscal year 1969-70 arrears amounted to \$54,316 affecting 1,220 employees.

### Minimum Wage Rates

During the year, 9,999 minimum wage rates were established to apply on government contracts and 1,618 additional rates of pay were determined to apply to employees of government departments and agencies as a result of 526 requests received.

Wage surveys affecting 88 zones were conducted to obtain information about wage rates being paid by construction contractors and non-construction employers in various areas in Canada. During these wage surveys, 4,065 employers, employing 129,368 hourly-paid workers, were contacted. Additional information was extracted from provincial labour legislation, and from collective agreements.

## ACCIDENT PREVENTION AND COMPENSATION

The principal functions of the Accident Prevention and Compensation Branch are to establish and maintain, in accordance with the provisions of the Canada Labour (Safety) Code, an adequate standard of employment safety in enterprises subject to federal jurisdiction and in the Public Service; and to administer the Government Employees Compensation Act under which employment injury benefits are provided to employees of the federal government. In addition, the Branch administers the Merchant Seamen Compensation Act.

### Accident Prevention Division

The basis of the private sector accident prevention activities of the Division is the Canada Labour (Safety) Code, an employment safety and health Act applicable

to approximately 7,000 corporate entities. In the Public Service of Canada, the authority for these activities derives from the Treasury Board's Occupational Safety Policy.

In the third year of its operation the Accident Prevention Division can claim that a solid foundation has now been completed for the development of a comprehensive regulatory and consultative program of accident prevention. This program will be developed and administered by an experienced and competent staff of 64, including 16 professional engineers and 24 safety technicians.

The evidence obtained in the first three years of the Division's activities indicates that very few federal enterprises or government departments could claim to have an advanced or sophisticated program of accident prevention. In some areas the state of accident prevention could, with justification, be described as crude, and there are a few cases of active resistance to the adoption of well-proven preventive measures.

### **Regulations and Standards**

Fifteen sets of proposed employment safety and health regulations, covering such diverse subjects as hazardous substances, electrical safety, noise and materials handling, progressed to the final draft stage during 1970-71 and were presented to the Department of Justice for legal review. One set of these regulations, the Canada Elevating Devices Regulations, was approved by Privy Council on January 2, 1971.

Proposed regulations pertaining to the hours of work and medical examinations for commercial motor vehicle operators and to accident investigation and reporting were in an advanced stage of development at the end of the fiscal year, as was a proposed revision of the coal mines safety regulations.

Accident Prevention Division personnel continued to serve on Canadian Standards Association Committees such as the Canadian Electrical Code Committee, the Elevating Devices Committee and the Boiler and Pressure Vessel Committee. National consensus standards produced by the Canadian Standards Association and other standards-setting organizations such as the American National Standards Institute are referred to frequently in the employment safety and health regulations of the Canada Labour (Safety) Code.

### **Safety Audits**

Annual or other periodic routine safety inspections although of some value as a regulatory tool, are usually limited in their scope to the identification of unsafe environmental conditions and work practices that are the visible evidence or symptoms of less apparent or underlying accident prevention problems. In a new

service started this year by the Division and known as a Safety Audit, the entire accident prevention program of a company, including its safety policy, the safety attitudes of management and employees, the safety organization, responsibility and accountability for safety, education and training, self inspection, accident investigation and reporting, and statistics, is subject to a critical review.

Safety audits, by revealing the basic causes of accident prevention problems, are believed to be of greater value than routine inspections, particularly in large organizations where such inspections are unlikely to provide sufficient information to permit an accurate diagnosis of the source causes.

Nine national and eight local safety audits were completed in 1970-71. The national audits were made of a representative number of work establishments of a company or industry in every province in which they are located, thereby providing a good overview of the company's or industry's accident prevention program. Local safety audits are limited in coverage to one province or a smaller geographical area.

### **Safety Inspections**

Approximately 19,000 annual and other periodic safety inspections of elevating devices, boilers, pressure vessels, electrical facilities, gas facilities and work places were conducted during the year. The major portion of these inspections were made on behalf of the Canada Department of Labour by 14 provincial inspectorates employing 890 inspectors who have been designated as Canadian Safety Officers.

In co-operation with the Nova Scotia Department of Mines, a new regulatory inspection program, emphasizing the quality rather than the quantity of inspections, has been adopted for the collieries of the Cape Breton Development Corporation. The management of these collieries has also undertaken to upgrade its self-inspection program in an effort to reduce the longstanding and unfavourable accident frequency rate.

The *Canada Safety Inspection Guide*, a guide to the safety inspection of work places subject to the Canada Labour (Safety) Code and its regulations, was prepared and will be published in the near future as a bilingual brochure.

### **Accident Investigation, Reporting and Statistics**

Many federal enterprises and government departments have no system for collecting and processing accident statistics and are content with the statistics provided annually by the compensation boards. Where statistics are collected, they are seldom segregated in a manner that will permit individual units of an enterprise or a department to be identified. The statistics



provided are generally limited in coverage to the kinds of injuries, causes of injuries and compensation costs. Statistics pertaining to accident causes are rare indeed because accidents are seldom investigated for any other purpose than to determine the nature and cause of the injury in order that the compensation claim form may be completed.

Current injury statistics for the Public Service indicate a continuation of the trend of the past several years of increasing numbers of work injuries. This year's increase is only 4 per cent compared with 12 per cent for each of the previous two years and about 15 per cent a year in general industry. In 1970-71 the number of disabling injuries in the Public Service per million man-hours worked was approximately 22, or roughly 44 disabling injuries per 1000 man-years. This last mentioned figure is about 10 below the national industrial average, a difference that can be accounted for by the relatively large number of office and similar employees in the Public Service who are engaged in low-hazard work.

In the past, statistics for federal enterprises submitting compensation claims to provincial Workmen's Compensation Boards have not been reported separately. However, the Dominion Bureau of Statistics, with the co-operation of the Workmen's Compensation Boards, has recently undertaken, on this Department's behalf, to develop a system for reporting federal injury statistics separately. It will, of course, be a year or two before modification of the present statistical system will be complete. The current disabling injury frequency rate for all industries, federal as well as provincial, is about 27 per million man-hours or 54 per 1,000 man-years.

Accident investigation and reporting regulations, which will require federal employers to investigate promptly and report all disabling injuries and certain other serious accidents to the Regional Safety Officers of this Department, are at an advanced stage of development. These regulations will emphasize the proper investigation of accidents for the purpose of determining their real causes in order that appropriate remedial measures may be developed and implemented with a minimum of delay. As a by-product this reporting system will, for the first time, provide statistics pertaining to accident causes. These statistics will provide information of much greater value as an accident prevention tool than that provided by injury statistics.

### Special Studies and Surveys

A survey of dust conditions in Number 26 Colliery of the Cape Breton Development Corporation, made by the Department of National Health and Welfare at the request of the Accident Prevention Division, revealed a

number of underground locations where dust levels were above the acceptable limits. A report of this survey, dated February 15, 1971, is currently being studied by the mine management with a view to the early implementation of remedial measures.

In addition to that major survey, approximately 500 tests and preliminary surveys of noise, toxic fumes and similar conditions were conducted by Division personnel. Twenty-five environmental health problems were referred to the Department of National Health and Welfare for evaluation.

### Education

Four issues of *Public Service Safety*, a joint undertaking with the Treasury Board, were published in 1970-71. This publication, a means of general communication of safety news and information in the Public Service, has a current circulation of 17,000 copies.

A *Safety Film Catalogue* listing selected films on safety together with their sources of availability was produced and distributed.

A training course dealing with such basics of accident prevention as the proper conduct of accident investigations was developed to upgrade the safety knowledge and performance of safety officers and safety trainers. This course, which is preceded by home study of Dr. M.U. Eninger's *Accident Prevention Fundamentals*, is comprised of 40 hours of seminar sessions. One hundred and twenty-three persons from the Public Service, provincial safety departments, Crown corporations and the Accident Prevention Division attended the course during 1970-71 making a total attendance to date of about 150. A modification of this course for senior management personnel is planned for 1971-72.

Preliminary work, including preparation of a shooting script, has been completed for production of a film on the proper investigation of an accident. This film, which is intended to demonstrate the difference between injury causes and accident causes and that accidents usually may be attributed to several causes related to both environmental conditions and work practices, is expected to be ready for distribution by September 1971. It is believed that one of the reasons for the continuing annual increase in the accident frequency rate for industry generally is the failure to identify correctly the real causes of accidents and to implement effective remedial measures.

Division staff participated in more than 80 safety seminars, courses and conferences sponsored by various federal enterprises and departments and industrial associations. More than 500 consultations were held with individual company managements and union executives for the purpose of resolving problems in accident prevention programs. Approximately 300 meetings were



held in connection with enforcement matters, such as directives issued by safety officers.

### **Accident Compensation Division**

The Government Employees Compensation Act which authorizes employment injury benefits for employees of the Public Service and covers some 267,000 persons employed by 110 federal departments and agencies (an increase of 4,000 over the past year) is administered by the Accident Compensation Division of the Branch.

Claims were received in respect of 24,184 accidents reported during the year, an increase of 586 over the preceding year. Disabling injuries increased by 925 to a total of 12,565. The percentage of disabling injuries to the total reported increased from 49.32 per cent last year to 52.65 per cent. The ratio of the total accidents to the total number of employees is 1 to 11. The ratio of disabling injuries only is 1 to 21.

During the year, a total of 323 claims were disallowed on the basis either that the injured person could not be considered an employee of the federal government or that the reported injury was not the result of an accident arising out of and in the course of his employment.

At the end of the year approximately 1,960 pensions were being paid to employees, former employees or their dependants for injuries sustained in the course of employment.

Fatal accidents reported during the year numbered 34, of which 4 were not attributable to employment, an increase of 9 over the previous year.

The protection of the Act is extended to employees of Crown agencies who are entitled to the same benefits as employees of Government departments, boards and commissions. Some of these agencies reimburse the Consolidated Revenue Fund for the total cost of their accidents, including administration charges, and others pay an assessment on their payroll in the same manner that industries are assessed under the provisions of the provincial Acts. Gross compensation disbursements and administration expenses are partly offset by the amounts received from the agencies.

During the year, 720 claims involving third parties were considered and disposed of either by settlement or by determining that a case could not be sustained against the third party. This is a decrease of 210 cases from last year. As in the past, most of the injured employees took advantage of claiming compensation under the Government Employees Compensation Act. The majority of claims were settled by the Branch with 46 cases referred to the Department of Justice for consideration, action and settlement. A total of \$73,756.78 was recovered either by settlement or court judgment. There were

903 new third party claims, an increase of 206 from last year. At the end of the year, there were 545 cases pending, an increase of 183 over last year.

The Accident Compensation Division maintains good liaison with the provincial workmen's compensation authorities regarding the interpretation of the legislation, the processing of claims and the rehabilitation of seriously injured employees. Senior officials of the Division visited each of the provincial boards during the year to discuss mutual problems relating to the adjudication of claims and to review the procedures followed in the adjudication and recording of claims.

In consultation with the Accident Prevention Division, the computerized statistical program was reviewed. Several changes are being made in the program to provide more flexibility in retrievable information. To keep each employer informed of his employees' accident experience, a statistical report based on information furnished by the Division was sent to each employer at the end of September. A similar report for the full year will also be issued.

The distribution of claims by provinces is shown in Table 1.

Gross compensation disbursements and administrative expenses for the year are shown in Table 2.

Table 3 shows a breakdown of claims by employer.

### **Merchant Seamen Compensation**

During the year, the Merchant Seamen Compensation Act was amended to provide, among other things, a broader definition of "accident," increased monetary benefits for dependants of deceased seamen; an increased allowance for burial expenses and an increase in both the minimum and maximum compensation payable.

The Act provides coverage for seamen engaged on a ship registered in Canada or chartered by demise to a person resident in Canada or having his principal place of business in Canada while such ship is engaged on a foreign or hometrade voyage as these voyages are described in the Canada Shipping Act.

The Merchant Seamen Compensation Board, through which the Act is administered, is composed of three senior Public Service employees appointed by the Governor in Council. The Chief of the Accident Compensation Division is Secretary to the Board.

A total of 56 claims were received during the year of which 5 could not be considered as they did not come within the scope of the Act and 8 were for medical attention only. Six fatal claims were received, an increase of 5 over the previous year. Decisions in 2 claims are pending. For a statistical summary of claims received since the inception of the Act, see the following Table.

**Table 1**  
**Accident Claims Reported in 1970-71, by Province and Type of Claim**

	Minor Injuries	Disabling Injuries			Fatal	Disallowed	Total
	Medical Aid	Compensation	Injury <sup>1</sup> Leave	Permanent Disability			
Newfoundland . . . . .	94	24	75	—	—	8	201
Prince Edward Island . .	43	11	46	—	1	1	102
Nova Scotia <sup>2</sup> . . . . .	1,591	1,882	725	2	9	34	4,243
New Brunswick . . . . .	515	62	273	1	—	17	868
Québec . . . . .	1,837	382	2,477	1	4	27	4,728
Ontario . . . . .	3,732	444	3,349	—	5	144	7,674
Manitoba . . . . .	434	83	460	—	1	13	991
Saskatchewan . . . . .	409	109	231	—	5	9	763
Alberta . . . . .	589	97	660	—	1	18	1,365
British Columbia . . . .	1,707	160	814	—	2	52	2,735
Northwest Territories	270	91	31	—	2	—	396
Yukon Territory . . . . .	75	9	36	—	—	—	120
Total . . . . .	11,296	3,354	9,177	4	30	323	24,184

<sup>1</sup> Cases in which salary is continued in lieu of compensation.

<sup>2</sup> Includes 2,490 claims from the Cape Breton Development Corporation.

**Table 2**  
**Compensation Disbursements and the Federal Government's Share of Administration Expenses by Provinces**

Province	Compensation Disbursements 1970-71	Federal Government's Share of Administration Costs Charged for year 1970	Total
	\$	\$	\$
Newfoundland . . . . .	42,699	5,001	47,700
Prince Edward Island . . . . .	19,473	1,819	21,292
Nova Scotia* . . . . .	1,754,482	148,864	1,903,346
New Brunswick . . . . .	137,115	27,196	164,311
Québec . . . . .	990,543	217,085	1,207,628
Ontario . . . . .	1,530,461	193,956	1,724,417
Manitoba . . . . .	104,865	22,500	127,365
Saskatchewan . . . . .	201,488	31,084	232,572
Alberta . . . . .	455,419	61,353	516,772
British Columbia	392,036	76,246	468,282
Payments respecting locally- engaged employees outside Canada . . . . .	3,771	—	3,771
Total . . . . .	5,632,352	785,104	6,417,456

\*Includes Cape Breton Development Corporation.

Table 3 – INJURY STATISTICS

## Public Service Departments

Department	No. of Disabling Injuries <sup>1</sup>	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries <sup>3</sup>	Injuries Per 100 Employees
Agriculture . . . . .	313	16.16	786	8.16
Auditor General's Office . . . . .	0	0.00	0	0.00
Canadian Government Printing Bureau . . . . .	26	7.62	70	4.02
Canadian International Development Agency . . . . .	2	1.69	3	0.49
Canadian Penitentiary Services . . . . .	280	29.86	704	14.64
Canadian Radio-Television Commission . . . . .	0	0.00	1	0.52
Canadian Transport Commission . . . . .	0	0.00	2	0.42
Chief Electoral Officer, Office of the . . . . .	0	0.00	0	0.00
Communications . . . . .	7	2.89	27	2.18
Consumer & Corporate Affairs . . . . .	22	6.92	43	2.64
Dominion Bureau of Statistics . . . . .	36	4.76	67	1.73
Energy, Mines & Resources . . . . .	67	6.23	257	4.66
External Affairs . . . . .	6	1.22	16	0.64
Finance . . . . .	1	1.27	4	0.99
Fisheries & Forestry . . . . .	108	13.89	345	8.66
Fisheries Research Board . . . . .	20	12.38	67	8.09
Government House . . . . .	1	7.11	5	6.94
House of Commons . . . . .	15	5.14	35	2.34
Indian Affairs & Northern Development . . . . .	367	25.59	721	9.80
Industry, Trade & Commerce . . . . .	7	1.34	23	0.86
Information Canada . . . . .	15	19.67	29	4.42
Insurance . . . . .	0	0.00	1	0.70
Justice . . . . .	3	2.47	6	0.96
Labour . . . . .	1	0.73	7	1.00
Manpower & Immigration . . . . .	21	1.18	60	0.66
National Capital Commission . . . . .	34	19.95	103	11.78
National Defence . . . . .	2,399	33.53	4,964	13.50
National Health & Welfare . . . . .	110	7.67	246	3.35
National Library . . . . .	2	4.08	2	0.78
National Museums of Canada . . . . .	2	2.42	15	3.55
National Revenue:				
Customs & Excise . . . . .	77	4.85	151	1.86
Taxation . . . . .	81	4.18	168	1.69
Post Office . . . . .	4,342	47.44	7,086	15.10
Privy Council Office . . . . .	1	1.26	1	0.25
Public Archives . . . . .	4	6.60	10	3.23
Public Service Commission . . . . .	7	2.89	15	1.21
Public Works . . . . .	266	17.42	655	8.36



Public Service Departments (continued)

Department	No. of Disabling Injuries <sup>1</sup>	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries <sup>3</sup>	Injuries Per 100 Employees
Regional Economic Expansion . . . . .	58	17.20	116	6.71
Representation Commissioner, Office of the . . . . .	0	0.00	0	0.00
Royal Canadian Mounted Police . . . . .	47	10.67	78	3.46
Secretary of State . . . . .	6	2.35	7	0.54
Senate . . . . .	2	5.05	2	0.98
Solicitor General . . . . .	0	0.00	3	4.22
Supply & Services . . . . .	64	3.90	120	1.43
Tariff Board . . . . .	0	0.00	0	0.00
Tax Appeal Board . . . . .	0	0.00	0	0.00
Transport:				
Administration . . . . .	5	3.10	9	1.09
Air Services . . . . .	249	10.18	613	4.89
Marine Services . . . . .	349	30.21	863	14.57
Treasury Board . . . . .	1	1.07	2	0.42
Unemployment Insurance Commission . . . . .	35	2.85	87	1.38
Veterans Affairs . . . . .	439	20.31	640	5.78
<b>Total . . . . .</b>	<b>9,898</b>	<b>21.87</b>	<b>19,235</b>	<b>8.28</b>
<b>Government Agencies Not Subject to Treasury Board Occupational Safety Policy</b>				
Atomic Energy Control Board . . . . .	0	0.00	0	0.00
Atomic Energy of Canada . . . . .	45	5.01	126	2.74
Canadian Arsenal Ltd. . . . .	21	20.34	38	7.55
Canadian Broadcasting Corp. . . . .	192	10.60	387	4.17
Canadian Council of Resource Ministers . . . . .	0	0.00	0	0.00
Canadian Film Development Corp. . . . .	0	0.00	1	12.50
Canadian Overseas Telecommunications Corp. . . . .	4	2.59	13	1.65
Cape Breton Development Corp. . . . .	1,854	292.61	2,525	77.67
Central Mortgage & Housing . . . . .	33	7.81	66	3.05
Company of Young Canadians . . . . .	1	11.39	1	2.22
Crown Assets Disposal Corp. . . . .	0	0.00	1	0.90
Defence Construction (1951) Ltd. . . . .	13	17.85	22	5.90
Defence Research Board . . . . .	44	9.86	83	3.63
Eldorado Aviation Ltd. . . . .	0	0.00	1	2.63
Eldorado Nuclear Ltd. . . . .	52	20.36	202	15.43
Farm Credit Corp. . . . .	1	0.87	3	0.51
Freshwater Fish Marketing Corp. . . . .	16	69.53	36	30.51
International Pacific Salmon Fisheries Commission . . . . .	0	0.00	3	4.76

# Public Service Departments (continued)

Department	No. of Disabling Injuries <sup>1</sup>	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries <sup>3</sup>	Injuries Per 100 Employees
National Arts Centre . . . . .	12	32.29	22	11.58
National Film Board . . . . .	3	1.60	18	1.88
National Harbours Board . . . . .	147	46.84	312	19.39
National Research Council . . . . .	52	7.86	147	4.34
Northern Canada Power Commission . . . . .	22	30.49	73	19.73
Northern Transportation Co. Ltd. . . . .	31	45.56	161	46.13
Royal Canadian Mint . . . . .	24	41.30	46	15.44
St. Lawrence Seaway Authority . . . . .	79	28.12	170	11.80
Science Council of Canada . . . . .	0	0.00	2	4.76
Total . . . . .	2,646	39.23	4,458	12.63

<sup>1</sup> Statistics are based on compensation claims received during the fiscal year 1970/71.

<sup>2</sup> "Disabling Injury Frequency Rate" is the number of disabling injuries per million man-hours worked.

<sup>3</sup> "All injury rates" are based on the total of medical aid and disabling injuries. Employment is calculated from man-hours worked on the basis of 1950 man-hours per man-year.

## Statistical Summary, Merchant Seamen Compensation Act

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1945 to 1966	—	—	983	685	124	85
1966-67	37	2,350	25	23	2	2
1967-68	33	2,300	37	33	2	2
1968-69	35	2,400	23	22	3	1
1969-70	37	2,450	28	26	1	1
1970-71	34	2,250	41	35	0	6

## WOMEN'S BUREAU

Community interest in women's affairs, which was apparent last year, became even more apparent this year as a result of the publication of the *Report of the Royal Commission on the Status of Women in Canada*, which was presented to the Government in December 1970.

Before the end of the year, the Government had appointed a special officer of the Privy Council to co-ordinate the work of an Interdepartmental Committee set up to study the recommendations contained in the Royal Commission's Report. The Interdepartmental Committee consisted of representatives of some 25 government departments, including the Department of Labour through the Women's Bureau. The Committee was instructed to make recommendations to the Social Policy Committee of the Privy Council, after due study, of all matters concerning the status of women and particularly the recommendations of the Royal Commission.

The year also saw considerable progress in the legislative field. Provisions relating to maternity leave, and revised provisions relating to equal pay for equal work were included in the amendments to the Canada Labour (Standards) Code placed before Parliament at the end of the year. In addition, provisions for the payment of unemployment insurance during absence from em-

ployment associated with maternity leave were contained in the revised Unemployment Insurance Act which was also before Parliament at the end of the year. These three legislative provisions mark a considerable advance in the history of labour legislation relating to women in Canada.

Canadian newspapers continued to give the Women's Bureau extensive coverage. National and local radio and television media invited participation from the Bureau in discussions on a variety of subjects.

Internationally the work of the Bureau was limited in that the United Nations Commission on the Status of Women did not convene a session. However, direct contact was maintained with a number of representatives of other countries and with the Secretariat of the Commission through the Department of External Affairs.

The Bureau continued to co-operate with the Canadian International Development Agency by receiving foreign recipients of study fellowships and assisting them in studies related to women in employment.

The Bureau continued to provide a considerable volume of informational material both nationally and internationally and produced two new publications: *Facts and Figures: Women in the Labour Force 1969* and *Women's Bureau, 70*.



# RESEARCH AND DEVELOPMENT PROGRAM

The Research and Development Program is concerned with collecting, tabulating and furnishing statistical, legal and economic information, including diagnostic and consultative services in support of the objectives of the Department.

The Director-General of Research and Development serves on several interdepartmental committees concerned with the development and application of research in the labour field, represents the Department on the Adjustment Assistance Board under the Automotive Manufacturing Assistance Regulations and on an interdepartmental committee developing a program of adjustment assistance to workers in the textile and clothing industries.

Under this program, any producer in the textile and clothing industries, or any trade union representing workers in these industries, or any representative group of unorganized workers, may apply to the Textile and Clothing Board for certification of a layoff of significant size and duration that can be directly attributed to one of the following causes: future reductions in tariffs on any textile and clothing goods imported into Canada; any conditions set by the Government for special protection; or serious injury or threat to the production of any textile or clothing goods as a result of import competition in circumstances where special measures of protection have not been recommended or have not been deemed practicable. Workers affected by these layoffs are certified by the Board and are entitled to apply as individuals for benefits.

The Research and Development Program is divided into four units: the Economic and Research Branch, the Legislative Research Branch, the International Labour Affairs Branch, and the Library Services.

## ECONOMICS AND RESEARCH

As the major research arm of the Department, the Economics and Research Branch is responsible for providing a research and statistical development service for the use of departmental and other government policy-makers and administrators, labour, management, educators, and the general public. The functions of the Branch are divided into three main areas: Statistical Development, Policy Research and Program Support Research.

Several members of the Branch served on various departmental and interdepartmental committees and presented papers at university, management and labour

conferences. As in past years, a member of the staff of the Surveys Division served as Secretary of the Statistics and Research Committee of the Canadian Association of Administrators of Labour Legislation.

## Statistical Development Area

The Statistical Development Area is responsible for the Department's statistical activities, including the surveys of occupational wages, working conditions, labour costs, accidents, work stoppages, labour organizations, major collective bargaining settlements, contract analysis, and the analysis of collectively bargained wage developments.

## Collective Bargaining Division

The Collective Bargaining Division maintains the most extensive library of labour contracts in Canada. An active survey is maintained, and all newly settled agreements are acquired as they become available.

The library of agreements serves as the basis for the compilation and analysis of information concerning negotiations and the terms and conditions of settlement. On a regular basis, all agreements covering 500 or more employees are analysed as they are settled. The results of the analysis are published monthly in the *Collective Bargaining Review*. The agreements serve also as the basis for the *Calendar of Expiring Agreements*, published annually, which lists expiring agreements covering bargaining units of 500 employees or more, the Construction industry excluded. The information is cross-tabulated by industry, month, province and jurisdiction.

The Division co-operates with the Ontario Department of Labour to produce a joint monthly publication, *Collective Bargaining Settlements in Ontario*. Settlements covering bargaining units with 200 or more but less than 500 are analysed by the Province, and the Division supplies similar information for units with 500 or more employees.

The extensive survey work and analysis conducted by the Division result in a wage change statistics issued on a quarterly basis which refers to newly settled agreements. There is also an index series displaying wage changes for all contracts covering 500 or more employees. The statistical publication entitled *Statistics of Wage Developments Under Major Collective Agreements* is distributed to interested individuals throughout Canada, the United States, and Europe.

By arrangement with the Canadian Construction Association, a reporting and statistical series based on construction collective agreements was begun early in 1971.

During 1970-71, the analyses of all contracts applying to bargaining units of 500 or more employees, excluding those in the Construction industry, were completed, and the results placed on the computer. With the computer program in partial operation, the Division was able to handle numerous requests for information from managements, unions, universities, government departments and Crown corporations. As an example, during the current fiscal year, there were approximately 70 major special requests which required extensive analysis by the Division. The majority of requests were from other federal departments, but there is a growing tendency for unions and managements to make use of the Division's services.

A study, *Provisions in Major Collective Agreements in Canadian Manufacturing Industries, 1969*, was completed and published in 1970. Two additional studies were completed: *Provisions in Collective Agreements Covering Office Employees in Canadian Manufacturing Industries, 1970*, and *Provisions in Collective Agreements in Canadian Hospitals*.

An analysis of all agreements (irrespective of coverage) under federal jurisdiction was begun. Approximately one-half of the 1,000 contracts on file have been analysed and the results entered on the computer.

In-depth analyses of Severance Pay and Supplemental Unemployment Benefits were begun and are scheduled for completion during the summer of 1971.

The Division Chief represented the Department on the Interdepartmental Committee on Textile and Clothing Policy, and assisted in the preparation of the Worker Adjustment Program. The Chief also serves on the Interdepartmental Committee on "Low-Cost" Imports.

### **Labour Organizations and Labour Disputes Division**

The Division carries out surveys and research on the Canadian trade union movement and operates a program for the continuous measurement and analysis of work stoppages resulting from industrial disputes. The output from these activities is used by governments, the parties to collective bargaining, universities, social science researchers and the general public. Information is disseminated by means of press releases, *The Labour Gazette*, annual publications, special monographs, and privately in response to individual requests.

In January the two regular surveys of labour organizations operating in Canada were conducted for the 59th consecutive year, with some expansion in coverage because of the growth in collective bargaining legisla-

tion, particularly in the public sector. One survey is directed to parent unions and yields data on overall union membership in Canada, the regional distribution of union locals or branches, and comprehensive directory-type information on the structure and principal officers of individual unions. The other survey, directed to union locals or branches, provides the basis for classifying union membership by industry and by region. The results of these surveys are published in the annual handbook, *Labour Organizations in Canada*, and in an annual article in *The Labour Gazette* entitled "Industrial and Geographic Distribution of Union Membership in Canada." Special tabulations in greater detail are prepared for the use of the provincial departments of labour.

During the year the Division co-operated with officials of the Dominion Bureau of Statistics to develop and implement a plan to eliminate duplication between the Survey of Labour Organizations and the Corporations and Labour Unions Returns Act. The plan, in effect experimentally as of January 1971, involved a single approach to unions wherever possible to obtain information common to both needs and the development of a single editing system and computer program to provide all required tabulations. The 1971 Survey of Labour Organizations requested a few additional items of information and became the principal collection vehicle under the plan. It is subject to review and revision as experience suggests.

With the advice and assistance of the Management Improvement Service of the Department, the Division instituted, in the last quarter of the year, a comprehensive review of its survey procedures. The objective is to take advantage of modern methods to provide maximum flexibility and speed in the collection, compilation and publication of union membership data with the least possible inconvenience to co-operating labour organizations.

*Union Growth in Canada 1921-1967*, a special monograph containing tables, charts and interpretive text, was published during the year. Supplementary analyses, providing greater detail by industry and region are in the course of preparation; this has required extensive examination, rearrangement and some revision of past records as well as their recording on magnetic tape for computer use.

Another study, *The Constitutional Framework of Union Finance*, was completed during the year and will be published in 1971-72. The study, based on an analysis of the constitutions of the main unions operating in Canada, consists of a series of tables dealing with the various aspects of union finance, such as initiation fees, monthly dues and per capita taxes, supplemented by explanatory text. It is the first in a broad series of



studies on the structure and government of unions active in Canada.

The Division continued to obtain, compile and publish information on industrial disputes. A monthly press release was prepared providing basic current statistics on the number of strikes, the number of workers involved and the time-loss in man-days nationally and by jurisdiction, as well as comparisons with equivalent time periods in the past. More detailed statistical breakdowns, plus individual listings of the larger work stoppages, were published each month in *The Labour Gazette*, and another edition of the annual booklet, *Strikes and Lockouts in Canada*, was prepared for publication. Constant liaison was carried on with Canada Manpower Centres, with provincial departments of labour and with the parties involved in order to ensure maximum accuracy and completeness of the data used to measure and classify work stoppages. A weekly listing of work stoppages in effect was prepared by computer and distributed to federal and provincial government departments for internal use. The updating of computer input for the strike statistics program was completed during the year.

A small number of requests for inspection of returns filed by labour unions under the Corporations and Labour Unions Returns Act was handled by the staff of the Division. Staff members provided briefing and advice to senior departmental officials to assist them in the development of policy on matters related to the Division's two general areas of responsibility — labour unions and work stoppages. It also prepared, during the course of the year, a large number of special tabulations and analyses in response to individual requests for specialized information.

### Surveys Division

The major responsibility of the Surveys Division is to collect and disseminate information on occupational rates of pay and on working conditions of employees in Canadian industry. It conducts special surveys also on specific subjects and, jointly with the Dominion Bureau of Statistics, participates in an annual survey of selected employer labour costs. In addition, the Division compiles quarterly and annual data on industrial fatalities and work injuries in Canada.

The survey of wage rates, salaries, hours of labour and working conditions is conducted annually on October 1, by means of a questionnaire mailed to more than 38,000 employers generally having 20 or more employees. The wage rates, salaries and hours of labour part of the survey covers most industries, regions and major cities in Canada, and information on numbers of employees and rates of pay is obtained for more than 1,000 different occupations. Preliminary results are re-

leased beginning in December before all of the survey forms are returned and are intended to provide advance information on current wage rates. Final results are released first in loose-leaf form as a public subscription service and later in the form of a 400-page paper bound volume under the title *Wage Rates, Salaries and Hours of Labour*. The results of the wage rate survey are used also to meet the special needs of many governmental and private agencies. In 1970, a co-operative survey was carried out with the Province of Nova Scotia.

The survey of working conditions, which had formerly been conducted separately in April of each year, is now carried out in association with the wage rate survey in October. The working conditions survey provides measures of the incidence of selected conditions of work and their characteristics, by Canada, province and industry. The results are published in the annual report, *Working Conditions in Canadian Industry*.

The surveys of selected labour costs conducted jointly with the Dominion Bureau of Statistics, covered manufacturing in 1967 and 1968 and mining in 1969. The report on mining was released during the year. Surveys of transportation, communication and other utilities and finance and insurance for 1970 are being conducted.

In 1970 the Bureau of Management Consulting carried out a study and published a report on the design and implementation of a new system to replace two existing systems for surveying wage rates, salaries and hours of labour and working conditions. The recommendations of the report have been accepted and the implementation phase is now well advanced. It is expected that it will take from three to five years to complete all of the changes indicated.

### Policy Research Area

The Policy Research Area is responsible for long-range research on problems in industrial relations and wage determination with a view to increasing understanding of the Canadian industrial relations system and its impact, and identifying new policy directions and initiatives.

### Industrial Relations Research Division

The main responsibility of the Industrial Relations Research Division is longer-term research into areas of industrial relations that are of direct interest to the Department. The Division is also committed to the analysis and evaluation of a wide range of shorter-term problems.

The Division was heavily engaged in research connected with the Department's review of the Canada Labour (Standards) Code and revised and took sole responsibility for the annual survey for the publication,



*Industrial Relations Research in Canada.* Reports for use within the Department were prepared on work stoppages in particular industries, on the structure of collective bargaining, and on industrial relations aspects of incomes policies.

During the year, members of the Division participated in seminars and in regular consultations with researchers and others in universities and provincial labour departments, and reviewed and evaluated research findings bearing on various aspects of the Department's work. The Chief of the Division represented the Department at a meeting of experts convened by the OECD to consider the measurement of labour disputes and their economic effects, and also served on an inter-provincial working party engaged in drafting proposals for a long-term program of research in the industrial relations area.

### **Wages Research Division**

During the year considerable progress was made on the program of the Division, which is concerned with longer-term wage and wage-related research. Developmental work is also under way on a research program into non-wage labour costs.

Statistical data on hours of work, dating in many cases back to the years before World War II, were made available for distribution in a book of tables. A study of differences in the skill-mix of the production worker labour forces of selected Canadian and United States manufacturing industries is in an advanced stage as is the preparation of wage chronologies. The latter are histories of wage changes in specified bargaining units in selected industries. Although the chronologies will be useful for industrial relations research, they have been prepared primarily for a study now in the developmental stage, of the transmission of wage change.

Considerable progress was made on a study, designed to show trends between 1949 and 1968, of productivity and unit labour costs in 22 manufacturing industries. Work on studies of wage determination in the Canadian motor vehicles manufacturing industry and the primary iron and steel industries is nearing completion.

The preliminary stage of a long-range examination of low wages, dealing with their definition, causes and consequences, was in progress during the year.

The head of the Division was a member of a five-nation study group formed by the Organization for Economic Co-operation and Development that went to Austria late in 1970 to study price and wage policies in that country.

Most of the Division's work is done by its own staff, but some projects are carried out under contract with academic economists.

### **Program Support Research Area**

The Program Support Research Area is responsible for research in support of the operational activities of the Department.

### **Federal Industries Division**

The Federal Industries Division conducts a comprehensive research program to provide economic, statistical and industrial relations information for each industry under federal jurisdiction. This research is oriented toward providing information for the conciliation and mediation functions of the Department and other operational and policy requirements with regard to each industry.

During the year, several comprehensive industry studies were prepared for departmental activities and several in-depth studies are in progress.

Members of the Division were involved in committee work such as the Interdepartmental Working Party studying questions pertaining to the continuation or discontinuation of the Emergency Gold Mining Assistance Act. Information was provided to the International Labour Organization on the railway and road transport industries and on industrial relations in the shipping industry in Canada. A member of the Division also attended the 55th (Maritime) Session of the International Labour Organization Conference.

### **Operational Research Division**

The Division's main purpose is to provide socio-economic and statistical research service to various branches of the Department to assist them in fulfilling their operational, legislative and policy functions.

The Division assisted the Labour Standards Branch in providing basic data and developing policy papers and Cabinet memoranda on the impact of the existing \$1.65 and the proposed \$1.75 minimum wage. With the help of the Surveys Division, it conducted the survey of wages and salaries in industries under federal jurisdiction for 1970, and also compiled basic data on working conditions.

The Division conducted a survey of working standards using a 15 per cent sample of establishments under federal jurisdiction to provide data on actual hours of work, overtime, holidays with pay and vacation.

A report on the long-term assessment of the impact of the \$1.25 minimum wage on the wage structure (1965-69) was completed. The second part of the study dealing with the impact on employment will be available in the next fiscal year.

The Division developed and prepared a draft report on the "Accident-Injury Experience and Cost in the

Public Service of Canada, 1960-69." A number of other projects dealing with safety and accident matters was carried out during the year.

The Division in co-operation with the Fair Employment Practices Branch is developing a research program on this aspect of the Department's work.

A report was prepared on the experience of the Transitional Assistance Benefit Program under the U.S.-Canada Auto Pact based on a sample of workers who were laid off and certified for the benefits during the period 1967-70.

The Division participated in the following interdepartmental research committees:

- (1) Interdepartmental Research Committee of the Women's Bureau.
- (2) Interdepartmental Committee on Longitudinal Study of Immigrants.
- (3) Interdepartmental Committee on Industrial Accident Statistics.
- (4) Special Compensation Committee.

### **Economic Analysis Unit**

The Economic Analysis Unit continued to serve its main responsibility of providing analyses of general economic movements (mainly for Department use), including policy developments at the national level. Particular emphasis is placed on those activities that will have an impact on the programs of the Canada Department of Labour.

### **Inquiries Section**

The main responsibility of the Inquiries Section is to answer requests for information from the general public concerning publications and research work of the Branch. The Section functions also as a central source of information for internal communications and interdepartmental exchanges.

Another function of the Inquiries Section is to prepare specialized material for the International Labour Organization. Annual material provided includes a submission for the *ILO Yearbook of Labour Statistics* and statistics compiled on wage rates and standard hours of work for the June issue of the *Official Bulletin*. Material was provided also for various ILO industrial committees.

The Inquiries Section co-ordinated the Department of Labour's submissions to the *Canada Yearbook* and the *Canada Handbook*.

### **Department of Labour-University Research Program**

The Economics and Research Branch continued to administer the Department of Labour-University Research Program, which supports research in the eco-

nomic and social aspects of industrial relations. Grants are awarded to graduate students and university faculty members meeting certain citizenship and residency requirements. During the year 16 grants totalling \$40,000 were awarded under the program.

### **INTERNATIONAL LABOUR AFFAIRS**

For the International Labour Affairs Branch, the 1970-71 period was marked by the holding of the first meeting of deputy ministers of labour to be devoted to matters concerning the International Labour Organization and increased responsibilities in the Canadian Association of Administrators of Labour Legislation (C.A.A.L.L.).

This meeting took place in Ottawa on April 30 and May 1, 1970. Under the chairmanship of the Deputy Minister of the Canada Department of Labour, deputy ministers, or their representatives, examined items on the agenda of the 54th Session of the ILO Conference, held in Geneva in June 1970, to formulate guidelines for the Canadian delegation that would reflect Canada's interests. Attention was directed specifically to the examination of a number of proposed Conventions concerning holidays with pay, minimum wage-fixing machinery and special youth employment. The meeting also reviewed progress made toward implementation in Canada of several ILO Conventions and examined the possibilities for ratification of additional ILO Conventions.

The year was the first complete one in which the Branch discharged its new responsibilities for the Secretariat of the C.A.A.L.L., whose purpose is to broaden federal-provincial consultation, strengthen co-ordination, develop research, and increase the exchange of experiences in areas of interest to departments of labour in all jurisdictions.

The annual meeting of the C.A.A.L.L., held in Winnipeg, Man., from September 9-11, was attended by representatives of all jurisdictions. Participants reviewed recent legislative and administrative developments in labour legislation in Canada. Two of the four C.A.A.L.L. committees, the Statistics and Research Committee and the Labour Relations Committee, also met on this occasion. Mr. J.A. King, Deputy Minister of Labour for Manitoba, was elected President.

During the year the Branch continued to co-ordinate all international responsibilities of the Department. Its principal activities concerned the ILO and especially its programs to improve living and working conditions, to set labour standards, to develop technical co-operation, and to promote employment throughout the world. Because of the financial situation in which it found itself after the United States decided to withhold payment of part of its contribution, the ILO was forced to



cut back some of its projected activities and to postpone some of its meetings.

### Conference and Aid Division

The Division's responsibility for the participation of Canadian tripartite delegations in meetings under the auspices of the ILO continued. Tripartite delegations were sent to Geneva to attend the 54th Session of the International Labour Conference, the Ninth Session of the Coal Mines Committee, the Ninth Session of the Metal Trades Committee, and the 55th (Maritime) Session of the International Labour Conference. A special session (179th) of the Governing Body was held in May and Wilfred Jenks, of the United Kingdom, was elected Director-General of the ILO to succeed David A. Morse, of the United States, who retired after 20 years in that post. Three regular sessions of the Governing Body, the 180th, 181st and 182nd were held in Geneva during the year and were attended by senior officials of the Department and the Branch. A Canadian tripartite delegation attended the Ninth Conference of American States Members of the ILO in Caracas, Venezuela, in April 1970.

Canadian representatives also attended a number of OECD Manpower and Social Affairs sessions in Paris and the Deputy Minister took an active part in the Working Party on Industrial Relations set up by the Manpower and Social Affairs Committee.

The Assistant Deputy Minister, Industrial Relations, represented the Department at the International Association of Government Labour Officials, in Hawaii. The head of the Women's Bureau participated in the ILO Conference on the Status of Women held in Geneva.

The Branch, in consultation with other interested departments, contributes to the formulation of the Canadian Government's position on technical assistance questions at ILO meetings and analyses and assesses ILO programs in this area. It also advises on Canadian technical assistance programs in the labour field and assists, as required, to administer training programs for trainees to study labour administration in Canada under the auspices of the Canadian International Development Agency agreements and ILO fellowship programs. Several ILO trainees from the Middle East, Africa, the Caribbean and Latin America were provided with training programs in Canada during the year. A total of 35 trainees on ILO fellowships or other training programs were received in the Branch, which organized programs varying in length from one week to six months.

### Studies Division

This Division, established in 1967, continued its long-range analyses of various ILO Conventions con-

sidered most relevant to Canada, comparing the requirements of such Conventions with relevant federal and provincial legislation, with a view to clarifying the degree of implementation within Canada of these international standards, and indicating what further action would be required to achieve full compliance with and eventual ratification of ILO Conventions by Canada. A study, *Equal Remuneration for Work of Equal Value*, was published and draft studies of other Conventions were prepared for publication in 1971.

The Division was involved in the preparation of briefs for the first meeting of deputy ministers of labour on ILO questions. Other activities of the Division included the preparation of replies to an ILO questionnaire on "Protection Against Hazards Arising from Benzene," and reports for the ILO on the implementation of Conventions ratified by Canada, as required under the ILO Constitution.

### Labour Counsellors

Labour Counsellors are assigned to the Canadian Embassies in Washington and London. The post at the Embassy in Brussels was vacant at the close of the year.

### LEGISLATIVE RESEARCH

The Legislative Research Branch carries on a research and informational program in the field of labour law. It analyses and interprets the labour legislation of Canada and other countries and disseminates information, through regular publications and special studies, on the standards established and the methods of administering and enforcing them. Decisions of the courts having a direct bearing on laws affecting labour are also studied and selected cases of particular significance are reviewed in *The Labour Gazette*. In addition, the Branch provides advisory services to the Department. The three Divisions of the Branch are responsible, respectively, for legislative research, legal research (case law), and general inquiries.

During the year, the Branch contributed substantially both in time and resources to the Department's legislative review program. Officers of the Branch served on several study committees set up within the Department to review the Canada Labour (Standards) Code, the fair wages legislation and the Canada Fair Employment Practices Act, and prepared for the use of committee members background papers and comparative studies on the relevant law and practice throughout Canada and elsewhere. The Director of the Branch was closely involved in the work of formulating and drafting amendments to the Canada Labour (Standards) Code and the Industrial Relations and Disputes Investigation Act.



As in previous years, a comprehensive report on recent legislative and administrative developments in all Canadian jurisdictions was prepared as a basis for discussion at the annual conference of the Canadian Association of Administrators of Labour Legislation. The report, which covered a 12-month period, focused attention on important enactments and new approaches with respect to their administration in the main areas of labour department activity: labour relations, labour standards, industrial safety and workmen's compensation, apprenticeship training and tradesmen's qualification. The Chief of the Legislative Research Division attended the 1970 Conference of the C.A.A.L.L., held in Winnipeg, September 9 – 11.

Information on labour legislation in Canada, or some aspect of it, was furnished also to a number of international bodies, including the U.N. Commission on Human Rights, the International Labour Organization, the International Social Security Association, the International Association of Governmental Labour Officials and the International Association of Industrial Accident Boards and Commissions. The Branch continued to provide abstracts of significant new laws or regulations in the industrial safety and health field for transmission to the International Occupational Safety and Health Information Centre of the International Labour Organization.

**Publications Program** — The Branch again issued a series of reports outlining the purpose and main provisions of labour Bills introduced in Parliament and the provincial legislatures and noting the progress of each Bill to the point where it is either enacted as law or dropped from the order paper. These reports, entitled *Current Reports on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures*, were made available to government labour officials, labour and management groups, universities and to other interested persons on request. This service is made possible through the courtesy of the provincial legislatures in supplying copies of the various Bills, Votes and Proceedings.

Later in the year, detailed reviews of the provisions of the labour laws enacted at the 1970 legislative sessions and of important regulations made under the authority of the legislation were published in four issues of *The Labour Gazette* (December 1970; January, February and March 1971). Reprints of the articles will be issued in a separate publication entitled *Developments in the Enactment and Administration of Labour Laws in Canada, September 1969 – September 1970*.

The Branch's annual publication *Labour Standards in Canada* was updated to December 1970. It provides a ready source of information on the legal minimum standards in effect in all jurisdictions in Canada, including the Yukon Territory and Northwest Territories,

with respect to child labour, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations and public holidays, fair employment practices, notice of termination of employment, maternity protection and workmen's compensation. Legislative amendments in Ontario and Québec requiring notice of termination of employment in respect of group or mass layoffs, the first such legal standards to be established in Canada, were reviewed in the 1970 issue of this publication.

Two pamphlets showing the changes made, respectively, in workmen's compensation and labour relations legislation during 1970 were issued as supplements to the Department's publications, *Workmen's Compensation in Canada* and *Labour Relations Legislation in Canada*. A reference paper on current provincial minimum wage rates was also updated, in June and October 1970.

**Memoranda and Special Studies** — In addition to the many special studies undertaken for officers of the Department, the Branch dealt with numerous requests for information on specific questions related to labour law and its administration that were received from other government departments in Canada and abroad, from industry, trade unions, students and others. In response to one of these inquiries, the Branch furnished a lengthy paper setting forth the arrangements in effect in Canada with respect to the establishment and enforcement of industrial safety, health and welfare standards. Another inquiry dealt with the area of security of employment and protection against unwarranted dismissal.

## **LIBRARY SERVICES**

There was a substantial increase, in the order of 20 per cent, in the use of the Library Services Branch during the year. The number of loans and inter-library loans was greater as was the specialized reference and information services aspect of the work, including periodical indexing, copying, literature searching. The collection, facilities, and services are available to the entire Canadian community interested in or concerned with labour and industrial relations.

A great deal of work was done in updating the bibliographies that researchers, both within the Department and from outside organizations, found useful or required as essential preparation for new research studies.

Regular issues are: Publications in the Library (monthly plus extra issues from time to time), Tables of Contents (of selected labour and industrial relations journals — twice monthly) and Index to Periodicals Received in the Library (weekly). These bring to the attention of all personnel current material published in the subject field.

# SERVICE BRANCHES

## FINANCIAL AND MANAGEMENT SERVICES

With the continuing aim to provide the most efficient and effective financial and management support and advisory services within its resources, the Financial and Management Services Branch moved, in the 1970-71 fiscal period, to consolidate and improve upon the Department's formal financial and manpower reporting systems, formally implement a management improvement program and strengthen the central data processing capability in support of program branches of the Department. In addition the Branch embarked on a major program for updating departmental accommodation across the country.

### Financial Services Division

During 1970-71, changes were made to the financial and manpower reporting system to improve the transmission of information from the recorded data to departmental management. The format and content of financial statements produced by hand and by the computer were standardized for easy cross reference.

Improvements were made to the budgetary control system by providing the vehicle to make management more aware of the total system from the Program Forecast through to the quarterly operating forecast. The Planning Section became more involved with the Program Forecast submission by assisting in the development of models and data to measure performance throughout the Department.

The allotment control and auditing procedures were improved to level off the peaks and valleys of the workload that had previously been a problem. Preliminary plans were developed for a system study to look at the present accounting systems and to develop a capability of recording departmental output data and in developing a cost accounting system to relate real and comparable cost to the output of the Department.

### Office Services Division

In continuation of departmental policy to upgrade offices across the country new accommodation was obtained for the Montreal, Vancouver and Toronto offices to allow for consolidation of operation and provide complete mediation facilities. The concept of upgrading Headquarter's accommodation, applying the techniques of office landscaping, was adopted for Ottawa Headquarters and to this end a Department of Public Works consultant was appointed and initial planning begun.

Telex equipment was installed in Montreal, Toronto and Vancouver to improve communications with these areas.

An automatic typewriter capability was established in the central typing pool of the Department to improve services particularly in repetitive letter writing.

Records Management made further progress in the microfilm program when an additional 45,000 compensation case files and 3,600 collective agreements were microfilmed. Additional departmental disposal schedules were implemented, permitting the removal or destruction of 2,025 cubic feet of records.

### Data Processing Division

During the period 1969-70, the Operations Unit, of the Data Processing Division, operated through the use of outside service bureaus and maintained a small unit record installation. During 1970-71, the unit grew to include a U9200 Computer Terminal. This enabled the Division to utilize the data processing dollar more effectively, and to develop information retrieval systems in two areas to permit fast response to queries from the branches. The retrieval systems deal with Collective Agreements and Accident Prevention Statistics.

Some new systems were also undertaken, such as Estimation of Unit Labour Cost and Its Relation to Price, automated mailing list for surveys to eliminate clerical procedures and, in general, to speed up the production of reports.

To ensure that the most efficient work at the most economical cost was being produced for the Department, a Programming Manual was designed and implemented with the idea that any problem in automation would be met only once, but that should the problem arise a second time, a method of correction would already be documented.

Also, in the area of general efficiency, the Division developed a Software/Analyst position, whose responsibility will be to design specific packages or investigate software packages that will uniquely fit the requirements of the economists and statisticians.

### Management Improvement Division

The Division initiated a number of projects during the year to advise and assist managers on ways and means of improving the production of manpower and material sources. Each study required a "Participative



Management" approach — complete participation by all employees.

After an examination of activities of the Production and Graphics Unit, Public Relations and Information Services Branch, the section was reorganized and new systems and procedures, were implemented; a production control system was drafted. The rest of the Publications Division will be subject to the same type of program this year.

All branches will be served by a Personnel Information System designed and implemented during the year. A Personnel Retrieval System, under development, will be operative by July 1.

A major study of the Employment Standards Program calls for reorganization and new systems and procedures in a branch that gives service across the country.

The total operation of the Compensation Division of the Accident Prevention and Compensation Branch is being analysed to determine where and how administrative procedures may be improved. Also in progress is a study to analyse operations of the Labour Organizations and Labour Disputes Division of the Economics and Research Branch, carried out in co-operation with the Dominion Bureau of Statistics. Projects in final stages are in the Office Services Division, Records Management and Material Services.

## **PERSONNEL ADMINISTRATION**

The complete reorganization of the Personnel Administration Branch that was undertaken in 1969-70 was completed in the current year. This, added to the work of meeting departmental needs in all areas of personnel, placed a substantial workload on the officers of the Branch.

### **Staff Relations and Compensation**

One result of the reorganization was the creation of the Staff Relations and Compensation Division whose prime function is to provide co-ordinated service in the areas of staff relations, classification and pay, and personnel services.

For the first half of the year considerable efforts were directed to reviewing the staffing requirements and procedures and practices necessary to enable the Division to fulfil its role and to make it an effective and viable working unit. That having been largely accomplished, the Division then proceeded with the overall personnel administration in the Department.

Staff Relations Section — During the year, activities within this section were brisk. Regular procedures and channels of communication for handling staff relations were established. Relationships with the Staff Associa-

tions were markedly improved and meaningful discussions with the Associations have been initiated.

Improved working relationships developed between the section and line officers, largely as a result of improved communication. Initial steps have been taken to provide a regular two-way flow of information and opinion with line management concerning their requirements, staff relations developments, principles and administration.

Staff Classification and Pay Section — A substantial workload has developed in this section due to reorganizations initiated by the operating branches. Preparatory work is underway to enable the Classification and Pay Section to provide an effective service in meeting anticipated increasing demands resulting from a further delegation of classification and the introduction of a classification audit program consistent with government policy in the administration of personnel classification.

Personnel Services Section — Most of the efforts of this section were devoted to overcoming the acute problem of a backlog of work and the provision of the necessary resources to maintain pay and benefits on a current basis at an acceptable level. New mechanical aids were introduced including a revolving central reference and working documents filing system, around which work stations are situated. This new system has assisted greatly in the problem of document availability and the effective utilization of staff. It has become a matter of considerable and widespread interest to other government agencies.

More staff was added to cope with work demands. Areas of responsibility were more clearly defined. Regularized procedures and authorities were established and instituted. As a result, there has emerged a much more effective and efficient operation that is expected to provide a satisfactory level of service to the Department and be adaptable to meet contingencies.

The detailed analysis of work methods and work flow within this section, undertaken by the Management Improvement Division of the Financial and Management Services Branch, is continuing.

### **Manpower Planning and Staffing**

During the early part of the year the final staffing arrangements, part of the Branch reorganization undertaken last year, were completed with the appointment of a Senior Staffing Officer and an Assistant Training Officer.

The appointment of a Senior Staffing Officer and concurrent changes in the staffing support staff led to the introduction of well-defined staffing procedures. These additions have enabled the section to respond more effectively to the staffing needs of the Department.



The training section has continued to provide training to meet departmental needs, both through direct input within the Department and through the administration of opportunities external to the Department. The major emphasis was on a course on Staffing and Interviewing which was presented by the training section to more than 120 employees at all levels. Late in the year, a four-day inter-personal communications course was given to regional employees in one of the field offices. Courses will be given in other field offices this year.

In co-operation with line management a Training Interest Survey was carried out throughout the management and supervisory levels of the Department. The analysis of the survey will enable the Personnel Branch to better serve the training and development needs of the department. It is believed that this type of survey is unique in the Public Service.

Considerable progress was made in the development of a new performance evaluation reporting system for the Department. The new system has been designed to meet the requirements of the Public Service Commission and the Treasury Board. It will be complementary to the Management by Objectives philosophy introduced into the Department last year.

For the Manpower Division, the year was one of innovation and change to increase effectiveness.

### **Bilingualism**

The Department's effort to implement a long-range plan to gradually introduce institutional bilingualism was mainly centred on language training. As compared with 35 in the previous year, 108 employees attended courses offered by the Public Service Commission Bureau of Languages. Eight departmental employees graduated from the school during the year. Use of the Department's language mini-lab increased proportionately and a series of subscriptions to French magazines, circulated through the mini-lab, enabled students of French to practice their reading skills.

A survey of the Department's bilingual capability was carried out during the year and revealed that 23 per cent of the departmental staff is bilingual. A testing program was launched in October and November. The P.S.C. Language Knowledge Test was administered to most employees of the Department who claimed a knowledge of both official languages. Test results were placed on the employees' files and in Data Stream, to be used in filling bilingual positions. Finally, a study was made in the Department to examine the possibilities of establishing French-language units and a program to establish experimental units will get underway in the coming months.

## **PUBLIC RELATIONS AND INFORMATION SERVICES**

Through the 1970-71 fiscal year the Branch continued to provide a comprehensive range of information services with the aim of broadening public understanding and acceptance of the Department's objectives and programs.

Through the office of the Director and the Information and Publications Divisions, the Branch disseminated information to the Department's general and special publics through a variety of communication media, informed and interpreted to departmental management the interest and sensitivity of the Department's publics, and provided environmental information to departmental personnel to assist them in their own work.

The internal organization of the Branch was studied during the year in relation to the Department's requirements, and recommendations were approved in principle for implementation during 1971-72. An organization and procedures study of the reproduction and distribution services resulted in a more efficient operation and economies were achieved by implementing a yearly review of all mailing lists.

### **Information Programs**

The Branch developed several major information programs during the year in support of legislative initiatives, including amendments to the Canada Labour (Standards) Code, and the adjustment assistance benefits program for displaced workers in the textile and clothing industries.

Efforts to widen the understanding and knowledge among young people of the industrial relations process were continued through a series of articles in the youth publication *Canadian High News* and the provision of specially-prepared information to schools and individual students.

*Canadian High News* carried a series of eight articles entitled "Man and His Work." The material was prepared by respected scholars of industrial relations in such a manner as to appeal specifically to the youth audience. Reprints, in booklet form, were distributed to high school guidance counsellors on request. The initial reprint of 100,000 copies was exhausted in a matter of months, and by the end of the fiscal year a large proportion of a second reprint had also been distributed. Articles are available in both official languages.

A second series of eight articles was produced and reprinted in response to strong demand. Plans were made to introduce a third series in the forthcoming year.

The communication unit handled an expanded volume of inquiries from the public, the majority coming from school students. The unit produced the monthly *Teamwork in Industry/Travail d'Equipe dans l'Industrie* for the Labour-Management Consultation Branch. The combined 36,000 English and 13,500 French circulation was an increase of 4,150 over the previous year. The unit also produced *Dialogue*, the quarterly departmental house organ, along with a range of publications in support of departmental programs.

### Audio-Visual Promotion

The Branch continued to place strong emphasis upon the use of exhibits, films and other audio-visual means of communicating information on departmental programs.

A Canada Department of Labour film *A Matter of Survival*, produced by the National Film Board, won first prize in the business and educational category at the American Film Festival, the world's largest competition for 16mm. films. The prize-winning film tells the story of a white-collar worker who thought that automation would never overtake him; but it did.

Research and scripting began on a 27-minute colour film entitled, *The Unplanned*, sponsored by the Accident Prevention and Compensation Branch.

Twenty-one English and six French titles were added to the National Industrial Relations Film Library, a central source of recent films produced in Canada and abroad on a wide range of industrial relations subjects. There was a substantial rise in the number of bookings. Films are available on complimentary loan from offices of the National Film Board.

Departmental exhibits appeared at the New Brunswick Federation of Labour convention in Moncton, Manisphère in Winnipeg, The Canadian Labour Congress convention in Edmonton, the Pacific National Exhibition in Vancouver and the CLC's Union-Industries Show in Kitchener. The exhibit featured a synchronized sound-slide program with a specially-composed theme song on the co-operation of labour, management, government and the public, which was well received by audiences.

Sound and slide audio-visual programs were also completed on the subject of labour-management consultation and on the "office landscaping" concept of office design. The success of these programs in conveying information effectively at relatively low cost led to the development of plans to produce additional synchronized sound-slide presentations in the next fiscal year.

### Advertising

Thought-provoking advertisements on discrimination in employment and employment safety appeared dur-

ing the year in daily newspapers, magazines and labour journals in support of departmental programs. The revised Merchant Seamen Compensation Act was advertised in selected areas following its approval by Parliament.

### Media Relations

The Branch responded to more than 400 requests from news media representatives for information on departmental programs and activities. By far the most common subject was proposed new legislation, including revision of the Canada Labour (Standards) Code. An active program of liaison was also maintained with representatives of national media located in Ottawa, and specialized industrial relations and labour reporters and columnists. Ninety-eight news releases and 20 speeches by the Minister of Labour and senior departmental officials were distributed.

### Publications Program

The Branch entered into a contract, in October, with a computer-based photocomposition service with the aim of reducing both the time and costs required for the production of publications. By the end of the fiscal year the Branch had input into the computer through its own terminal for four major publications. Use of this system enabled the Branch to produce a small folder on the amended Transitional Assistance Benefits Program within 60 hours.

During the year 65 French and 70 English manuscripts were edited and readied for publication by the Central Editorial Services Section. This Section was also called on frequently to advise on the quality of language, both French and English, in other written material produced in the Department.

All operations related to the circulation lists of *The Labour Gazette* and *La Gazette du Travail* were turned over in December to Information Canada.

*The Labour Gazette* and *La Gazette du Travail*, which began in their March 1969 numbers to commission articles by experts outside the Public Service, published seven such articles during the year. Reprints were made available on request. The staff of *The Labour Gazette* and *La Gazette du Travail* Sections produce also the daily *Labour News Headlines/Le Travail — Actualités*, a compilation of extracts from press reports concerning labour and industrial relations, of which distribution had reached almost 1,150.

Circulation of *The Labour Gazette/La Gazette du Travail* remained constant at 15,791.









révisée sur l'indemnisation des marins marchands, après son adoption par le Parlement, ont paru dans des régions choisies.

#### Rapports avec les organes d'information

La Direction a répondu à plus de 400 demandes de

renseignements sur les programmes et les activités du ministère, de la part de représentants de la presse. Il s'agissait dans la plupart des cas de questions concernant de nouvelles mesures législatives proposées, y compris la révision du Code canadien du travail (Normes). Elle a également entretenu des rapports étroits avec les représentants d'organes d'information d'envergure nationale, situés à Ottawa, ainsi qu'avec les journalistes et les chroniqueurs spécialisés dans les relations du travail et le travail en général. La Direction a publié 98 communiqués et 20 allocutions du ministre

du Travail et de hauts fonctionnaires du ministère.

#### Programme de publications

Au mois d'octobre, la Direction a conclu une entente avec un service de photocomposition mécanique, afin de réduire le temps nécessaire et les frais inhérents à la production des publications. A la fin de l'année financière, la Direction avait alimenté l'ordinateur, à l'aide de son propre terminal, de tous les renseignements voulus pour quatre des principales publications du

*Gazette* est resté sensiblement le même, à 15,791.

Le tirage de *La Gazette du Travail/The Labour*

de près de 1,150. le travail et les relations industrielles, dont le tirage est de près de 1,150. *nes*, une compilation d'extraits de journaux concernant le bulletin *Le Travail — Actualités/Labour News Headlines* du travail/The Labour Gazette publié également le de ces articles, sur demande. Le personnel de *La Gazette* au cours de l'année. On a pu se procurer des tirés à part Fonction publique, ont publié neuf articles de ce genre des articles rédigés par des experts de l'extérieur de la commencé dans leurs numéros de mars 1969 à publier *La Gazette du Travail et The Labour Gazette*, qui ont

Information Canada depuis le mois de décembre.

Tous les travaux connexes aux listes d'envoi de *La Gazette du Travail/The Labour Gazette* incombent à qu'anglaise, d'autres textes rédigés au ministère.

conseils sur la qualité de la langue, tant française qu'anglaise, d'autres textes rédigés au ministère. également demandé souvent au Service de donner des français et 70 manuscrits de langue anglaise. On a préparé pour publication 65 manuscrits de langue

Au cours de l'année, le Service central de rédaction a d'aide de transition.

brochure traitant du Programme modifié de prestations Direction de publier, en moins de 60 heures, une petite ministère. Le recours à ce système a permis à la



## Publicité à l'aide de moyens audio-visuels

La Direction a continué à mettre fortement l'accent sur l'utilisation d'étalages, de films et d'autres moyens audio-visuels pour faire connaître les programmes du ministère.

Un film du ministère du Travail du Canada, intitulé *Question de survie*, réalisé par l'Office national du film, a gagné le premier prix dans la catégorie des affaires et de l'éducation au Festival américain du film. Le festival est le concours le plus important au monde pour les films de 16mm. Le film lauréat du ministère raconte la pénible histoire d'un col blanc qui n'avait jamais pensé qu'il serait un jour victime de l'automatisation, mais qui n'en a pas été épargné.

La Direction a entrepris le travail de recherche et le scénario d'un film en couleurs de 27 minutes, intitulé *L'imprévu*, pour le compte de la Direction de la prévention des accidents et de l'indemnisation.

La Cinéma-thèque nationale des relations du travail s'est enrichie de 21 films anglais et de six films français. La Cinéma-thèque est un centre de films récents, réalisés au Canada et à l'étranger, sur une foule de questions de relations industrielles. Le nombre de réservations a sensiblement augmenté. On peut emprunter gratuitement des films en s'adressant aux bureaux de l'Office national du film.

La présence du ministère s'est fait sentir par des étalages au congrès de la Fédération des travailleurs du Nouveau-Brunswick, à Moncton, à Manisphère, à Winnipeg, au Congrès du Travail du Canada, à Edmonton, à l'Exposition nationale du Pacifique, à Vancouver, et au Salon syndical-industriel du CTC, à Kitchener.

L'étalage, bien accueilli par le public, se composait d'un programme de diapositives accompagnées d'une trame sonore et d'une chanson thème portant sur la collaboration entre le salariat, le patronat, le gouvernement et la population.

La Direction a également parachevé des programmes de diapositives traitant de la consultation ouvrière-patronale et de l'aménagement de "bureaux paysagers". Le fait que ces programmes aient réussi à diffuser de l'information avec efficacité et à relativement peu de frais a mené la Direction à projeter de mettre sur pied d'autres programmes de diapositives accompagnées de trames sonores au cours de la prochaine année financière.

## Publicité

Au cours de l'année, des annonces sur la discrimination dans l'emploi et la sécurité du travail, incitant à la réflexion, ont paru dans les quotidiens, les magazines et les publications syndicales, en vue d'appuyer les programmes du ministère. Des annonces concernant la Loi

Au cours de l'année, le remaniement interne de la Direction a fait l'objet d'une étude en fonction des besoins du ministère, et des recommandations qui seront appliquées en 1971-1972 ont été approuvées en principe. Une étude des structures et des techniques des services de reproduction et de distribution a permis d'obtenir plus d'efficacité et de réaliser des économies au moyen d'un examen annuel de toutes les listes d'envoi.

## Programmes d'information

La Direction a élaboré, au cours de l'année, plusieurs grands programmes d'information à l'appui de certaines mesures législatives, y compris les modifications au Code canadien du travail (Normes) et les prestations d'aide de transition aux travailleurs déplacés de l'industrie du textile et du vêtement.

La Direction a poursuivi ses efforts en vue de mieux faire comprendre le système des relations industrielles aux jeunes gens, grâce à une série d'articles publiés dans *Canadian High News*, publication adressée aux élèves d'écoles secondaires, et à des renseignements expressément destinés aux écoles et à divers groupes d'élèves.

La publication *Canadian High News* a fait paraître une série de huit articles intitulée "Travail des hommes". Les auteurs, deux éminents spécialistes des relations industrielles, ont rédigé leurs textes expressément en fonction des adolescents. Des tirés à part, sous la forme de brochures, ont été distribués aux orienteurs professionnels des écoles secondaires, sur demande. Les 100,000 premiers tirés à part se sont écoulés dans l'espace de quelques mois et, à la fin de l'année financière, la deuxième réimpression était presque épuisée. Il existe une version française et anglaise des articles.

Une deuxième série de huit articles a été publiée et réimprimée en raison de la grande demande. On prévoit qu'une troisième série d'articles paraîtra l'année prochaine.

Le groupe des communications s'est occupé d'un nombre accru de demandes de renseignements de l'extérieur, dont la majorité provenaient d'élèves. Le groupe a publié chaque mois *Travail d'équipe dans l'industrie/Teamwork in Industry*, pour le compte de la Direction de la consultation ouvrière-patronale. Le tirage global de la publication, 36,000 exemplaires anglais et 13,500 exemplaires français, constituait une augmentation de 4,150 en comparaison de l'année précédente. Le groupe a également publié *Dialogue*, la revue trimestrielle interne du ministère, de même qu'une foule de publications à l'appui des programmes du ministère.

unique au sein de la Fonction publique. L'élaboration d'un système de rapport d'évaluation du rendement est en bonne voie. Le nouveau système satisfait aux exigences de la Commission de la Fonction

En collaboration avec les cadres d'exécution, on a mené une enquête sur les domaines d'intérêt auprès de tous les cadres et surveillants du ministère. L'analyse de l'enquête permettra à la Direction du personnel de mieux satisfaire aux besoins de formation et de perfectionnement du ministère. Ce genre d'enquête serait

La Section de la formation a continué à dispenser des cours de formation afin de satisfaire aux besoins du ministère, en tenant compte à la fois des postes vacants au ministère et à des occasions d'emplois à l'extérieur du ministère. En particulier, la Section a donné un cours sur la dotation en personnel et l'entrevue à plus de 120 employés de toutes les catégories. Vers la fin de l'année, la Section a donné un cours de quatre jours sur les communications interpersonnelles aux employés régionaux dans l'un des bureaux régionaux. D'autres cours seront donnés cette année dans d'autres bureaux régionaux.

La nomination d'un agent de dotation senior et les changements qui se sont produits simultanément dans le personnel de soutien de la Division de la dotation ont amené l'adoption d'une procédure bien définie de dotation en personnel. Ces modifications ont permis à la Section de satisfaire plus efficacement aux besoins de personnel du ministère.

Au début de l'année, on a terminé les derniers préparatifs en vue du recrutement dans le cadre de la réforme de la Direction entreprise l'année dernière. Il y a eu la nomination d'un agent de dotation senior et d'un agent adjoint de formation.

## Planification de la main-d'œuvre et Dotation en personnel

L'analyse détaillée des méthodes et du volume de travail au sein de la Section, entreprise par les services administratifs de la Direction des services financiers et administratifs, est encore en cours.

Il a fallu embaucher du personnel supplémentaire d'autres organismes du gouvernement. Il a suscité beaucoup d'intérêt de la part du personnel. Il a été établi et appliqué des procédures et des autorités uniformisées. Il en est résulté un fonctionnement beaucoup plus efficace qui devrait assurer un service satisfaisant au ministère et s'adapter à toute éventualité.

Les efforts du ministère en vue d'appliquer un programme à longue échéance visant à faire adopter progressivement le bilinguisme se sont principalement concentrés sur des cours de langue. Cent huit employés, comparativement à 35 l'année dernière ont suivi des cours offerts par le Bureau des langues de la Commission de la Fonction publique. Huit employés du ministère ont obtenu un diplôme de l'école au cours de l'année. L'utilisation du mini-laboratoire de langue du ministère s'est accrue en conséquence, et une série de revues de langue française ont circulé par l'intermédiaire du mini-laboratoire, permettant ainsi aux étudiants de cette

pilotes.

## DIRECTION DES SERVICES D'INFORMATION ET DE RELATIONS EXTÉRIEURES

Une enquête sur le bilinguisme au ministère, menée au cours de l'année, a révélé que 23 p. 100 du personnel était bilingue. Un programme d'examen a débuté en octobre et en novembre. La plupart des employés du ministère qui déclaraient connaître les deux langues officielles ont subi l'examen de la Commission de la Fonction publique sur la connaissance des deux langues officielles. Les résultats de l'examen ont été versés au dossier de l'employé et dans l'annuaire; ils serviront quand viendra le temps de combler des postes bilingues. Enfin, on a mené une étude au sein du ministère afin d'examiner la possibilité d'instaurer des unités de langue française et, au cours des prochains mois, on mettra sur pied un programme visant à créer des unités pilotes.

## Bilinguisme

Quant à la Division de la main-d'œuvre, l'année qui vient de s'écouler en a été une d'innovations et de changements en vue d'accroître l'efficacité.

Le principe de la gestion par les objectifs que le ministère a adopté l'année dernière.

Par l'entremise du directeur et des Divisions d'information et des publications, la Direction a diffusé de l'information au public général et spécial du ministère par l'entremise d'une foule de moyens de communications, a fait prendre conscience et expliqué aux fonctionnaires supérieurs du ministère l'intérêt et la sensibilité des publics du ministère et a fourni au personnel du ministère des renseignements techniques afin de l'aider dans son propre travail.



central de classement des documents d'où rayonnement des l'acquisition de nouveau matériel, dont un carrousel une base courante et à un niveau acceptable. On a fait voulus pour les traitements et les avantages sociaux sur problème d'arrière de travail et à fournir les ressources consacré presque tous ses efforts à surmonter un grave Section des services au personnel — La Section a l'administration de la classification du personnel.

conformité de la politique du gouvernement concernant un programme de vérification de la classification en pouvoirs en matière de classification et à mettre sur pied cesse croissants. Ceux-ci consistent à déléguer plus de efficaces qui sauront satisfaire aux besoins prévus sans classification et des traitements de dispenser des services sont en bonne voie afin de permettre à la Section de la par les directions d'exécution. Les travaux préliminaires sensiblement accru à la suite des réformes entreprises ments — Le volume de travail de la Section s'est Section de la classification des postes et des traite-principes et de l'administration.

l'épanouissement des relations avec le personnel, des les cadres d'exécution, au sujet de leurs besoins, de de renseignements et d'opinions dans les deux sens avec les premières démarches afin de canaliser les échanges à l'amélioration des communications. La Section a fait entre la Section et les cadres d'exécution, grâce en partie De meilleures relations de travail se sont établies des discussions sur une base sérieuse.

améliorés. On a également entamé avec ces dernières avec les associations d'employés se sont grandement d'entretenir des relations avec le personnel. Les rapports procédures et des voies normales de communication afin l'activité de la Section n'a pas ralenti. On a établi des, Section des relations de travail — Durant l'année, ministère.

toutes les questions d'administration du personnel au cette tâche terminée, la Division s'est alors occupée de de devenir une cellule viable et efficace. Le plus gros de nécessaires qui lui permettront de bien jouer son rôle et personnel ainsi que les procédures et les techniques à consacré beaucoup de temps à étudier les besoins en Au cours des six premiers mois de l'année, la Division que des services au personnel.

avec le personnel, de classification et de traitement, ainsi établir un service coordonné en matière de relations était question ci-haut. Sa principale tâche consiste à La Division est le fruit de la réorganisation dont il

### Relations de travail et indemnités

volume de travail des agents de la Direction. l'administration du personnel, a sensiblement accru le aux besoins du ministère dans tous les secteurs de entreprise, indépendamment de la nécessité de satisfaire en 1969-1970, s'est achevée au cours de l'année. Cette

La réorganisation interne complète de la Direction de administration du personnel, qui avait été entreprise

### ADMINISTRATION DU PERSONNEL

de. la Division des services de bureau, en sont au dernier es documents et à la Section des services du matériel, recherches. Les travaux relatifs à la Section de la gestion ends du travail, de la Direction de l'économie et des Division des organisations de travailleurs et des diff- également en cours: il s'agit d'analyser l'activité de la ollaboration avec le Bureau fédéral de la statistique, est procédures administratives. Une autre étude, menée en e déterminer où et comment on pourrait améliorer les revention des accidents et de l'indemnisation, en vue e la réparation des accidents de la Direction de la On est en voie d'étudier toute l'activité de la Division out au pays.

cadre d'une direction qui dispensera des services par- le nouveaux systèmes et de nouvelles procédures dans le 'emploi exige un remaniement et la mise à exécution Une étude d'envergure du Programme des normes m vigueur le 1<sup>er</sup> juillet.

onnées sur le personnel, en voie d'élaboration, entrera outes les directions. Un système de récupération des appliqué au cours de l'année, sera à la disponibilité de Un système d'information sur le personnel, conçu et née.

ions sera assujéti au même genre de programme, cette de la production. Le reste de la Division des publica-nouvelles procédures, y compris un système de contrôle a Section et appliqué de nouveaux systèmes et de 'information et de relations extérieures, on a remanié ion et des graphiques, de la Direction des services Après étude de l'activité de la Section de la produc- gestion.

tion, la pleine participation de tous les employés à la un principe de la "gestion par la participation", c'est-à-t des ressources matérielles. Chaque étude s'inspirait noyens d'améliorer la production de la main-d'œuvre nombre de travaux en vue de conseiller les cadres sur les Au cours de l'année, la Division a entrepris un certain

### Division des réformes administratives

es statisticiens. nique en son genre aux exigences des économistes et 'aide à la programmation qui satisferont d'une façon rammes précis ou d'enquêter sur des programmes programmation qui sera chargé d'imaginer des pro-Division a établi un poste d'analyste d'aides à la Également dans l'optique de l'efficacité générale, la Manuel. evenait, la solution serait déjà consignée dans le



## DIRECTION DES SERVICES FINANCIERS ET ADMINISTRATIFS

La Direction des services financiers et administratifs vise toujours à fournir l'appui financier et administratif et les services consultatifs les plus efficaces, dans les limites des ressources qui sont affectées. C'est pourquoi elle a entrepris l'exercice 1970-1971 en cherchant à consolider et à améliorer les systèmes officiels de rapports financiers et de main-d'œuvre du ministère, à appliquer officiellement un programme de réforme administrative et à renforcer ses services centralisés de traitement des données à l'appui des directions des programmes du ministère. En outre, la Direction a entrepris un programme d'envergure en vue de moderniser les locaux du ministère partout au pays.

### Division des services financiers

Au cours de 1970-1971, la Division a apporté des modifications au système de rapports financiers et de main-d'œuvre en vue d'améliorer la transmission de renseignements aux cadres du ministère à partir des données consignées. Pour faciliter les renvois, elle a uniformisé le format et la teneur des états financiers manuscrits et mécanographiques.

La Division a amélioré le système de contrôle budgétaire, en ce sens qu'elle a trouvé les moyens voulus pour que les cadres soient mieux au courant de tout le système, à partir des prévisions du programme jusqu'aux prévisions des activités trimestrielles. La Section de la planification a joué un rôle plus actif dans les prévisions du programme en aidant à élaborer des modèles et des données qui serviront à évaluer le rendement partout dans le ministère.

La procédure de contrôle et de vérification a été perfectionnée de manière à contrebalancer les haut et les bas du volume de travail qui posaient jusqu'ici un problème. La Division a ébauché une étude du système qui permettra d'examiner le système actuel de comptabilité afin de trouver le moyen d'enregistrer les données de rendement du ministère et d'élaborer un système de comptabilité analytique d'exploitation afin d'établir un rapport entre les dépenses réelles et comparables et le rendement du ministère.

### Division des services de bureau

Dans le cadre de la politique nationale de rénovation des locaux du ministère, la Division a obtenu de nouveaux locaux pour les bureaux de Montréal, de

Vancouver et de Toronto, leur permettant de conquérir leurs efforts et de dispenser des services complets de médiation. À l'administration centrale, à Ottawa, on a décidé de rénover les locaux en appliquant le principe des bureaux paysagers. À cette fin, un expert conseil du ministère des Travaux publics a été nommé et les travaux préliminaires ont débuté.

On a installé des appareils de Télec à Montréal, à Toronto et à Vancouver, aux fins d'améliorer les communications entre ces régions.

Des machines à écrire automatiques ont été installées au Centre dactylographique du ministère en vue d'améliorer les services, particulièrement lorsqu'il s'agit de dactylographier la même lettre à plusieurs reprises.

La Section de la gestion des documents a poursuivi son programme d'enregistrement des données sur microfilm; elle a microfilmé 45,000 dossiers supplémentaires de cas d'indemnisation et 3,600 conventions collectives. Elle a intensifié son programme de conservation ou de destruction des documents du ministère, ce qui a permis d'enlever ou de détruire 2,025 pieds cubes de documents.

### Division du traitement des données

Au cours de 1969-1970, le Centre des opérations de la Division du traitement des données a fonctionné par l'intermédiaire de bureaux extérieurs, tout en conservant un petit centre de documents. Au cours de 1970-1971, le Centre a grandi jusqu'à comprendre un terminal mécanique U9200. Cela a permis à la Division d'utiliser plus efficacement les ressources affectées au traitement des données et d'élaborer dans deux secteurs des systèmes de récupération de l'information afin de répondre rapidement aux demandes de renseignements des directions. Les systèmes de récupération s'appliquent aux conventions collectives et à la statistique de la prévention des accidents.

On a également entrepris d'autres systèmes, par exemple, le système d'estimation du coût de la main-d'œuvre par tête par rapport au prix et une liste mécanographique d'envoi pour les enquêtes, afin de simplifier les travaux d'écritures et, en général, d'accélérer la publication des rapports.

Pour assurer au ministère le rendement le plus efficace et le plus économique, la Division a conçu et mis en application un Manuel de programmation en partant du principe que tout problème d'automatisation ne serait résolu qu'une seule fois et que, si le problème

Deux brochures traitant des modifications apportées en 1970 aux lois sur les accidents du travail et les relations du travail, respectivement, ont été publiées à titre de suppléments aux publications du ministère intitulées *La réparation des accidents du travail au Canada* et *Les lois en matière de relations du travail au Canada*. Un ouvrage de références sur les taux minimums de salaires en vigueur dans les provinces a été révisé en juin et en octobre 1970.

Mémoires et études spéciales — En plus de nombreuses études spéciales entreprises pour certaines fonctions du ministère, la Direction s'est occupée d'une foule de demandes de renseignements sur des questions pertinentes à la législation du travail et à son application. Les demandes provenaient d'autres ministères des gouvernements du Canada et de l'étranger, de l'industrie, des syndicats, des étudiants et d'autres. En réponse à l'une de ces demandes de renseignements, la Direction a préparé un volumineux travail de recherche traitant des mesures d'établissement et d'adoption des normes de travail, de santé et de bien-être du travail au Canada. Une autre enquête portait sur la sécurité de l'emploi et la protection contre le congédiement injustifié.

## BIBLIOTHÈQUE

Le nombre de personnes qui ont eu recours aux services de la Bibliothèque au cours de l'année a sensiblement augmenté, soit d'environ 20 p. 100. Le nombre de prêts ordinaires et les prêts entre bibliothèques a également augmenté, et les services spécialisés de références et d'information ont pris de l'ampleur, y compris l'établissement de l'index des périodiques, la photocopie et les recherches littéraires. La collection de livres de la Bibliothèque sont à la disposition de toute la population canadienne qui s'intéresse au travail et aux relations industrielles.

Il a fallu beaucoup de travail pour mettre à jour les bibliographies que les spécialistes de la recherche, tant du ministère que d'organismes de l'extérieur, considéraient comme utiles ou indispensables à la préparation de nouveaux travaux de recherches.

Au nombre des ouvrages réguliers se trouvent: Publications reçues à la bibliothèque (tous les mois et plus souvent, de temps à autre), Tables des matières (de certaines revues du travail et des relations industrielles — deux fois par mois) et Index des périodiques reçus à la bibliothèque (hebdomadaire). Tout le personnel peut ainsi prendre connaissance des ouvrages courants publiés dans divers domaines.

La Direction a continué à fournir des exposés de lois et règlements nouveaux et importants dans les domaines de la sécurité et de l'hygiène du travail, en vue de les transmettre au Centre international d'information de sécurité et d'hygiène du travail de l'Organisation internationale du Travail.

Programme de publications — La Direction a de nouveau publié une série de rapports exposant l'objet et les dispositions principales des projets de loi concernant le travail, déposés au Parlement et dans les législatures provinciales, et signalant la marche de chacun des projets de loi jusqu'au point où ils sont adoptés ou rejetés du feuilleton. Ces rapports, intitulés "Rapports sur les lois du travail présentées au Parlement et dans les législatures provinciales", sont, sur demande, mis à la disposition des fonctionnaires supérieurs du travail, des groupes ouvriers et patronaux, des universités et des autres personnes intéressées. Ce service est rendu possible grâce à la collaboration des assemblées législatives des provinces qui mettent à la disposition de la Direction des exemplaires de leurs projets de loi, des comptes rendus et des délibérations.

Plus tard au cours de l'année, des études détaillées des dispositions des lois du travail adoptées aux sessions législatives de 1970 et de règlements importants établis en vertu de ces lois ont paru dans quatre numéros de *La Gazette du Travail* (décembre 1970; janvier, février et mars 1971). Des tirés à part de ces études paraîtront sous le titre de "Faits saillants relatifs à l'adoption et à l'application des lois du travail au Canada, septembre 1969 — septembre 1970".

La publication annuelle de la Direction, intitulée *Les normes du travail au Canada*, a été révisée et mise à jour au 31 décembre 1970. Elle constitue une source à jour de renseignements sur les normes minimums en vigueur dans tous les gouvernements du Canada, y compris le Yukon et les Territoires du Nord-Ouest; les normes se rapportent au travail des enfants, au salaire minimum, à l'égalité de rémunération pour un travail de valeur égale, à la durée du travail, au jour de repos hebdomadaire, aux congés annuels et aux jours fériés légaux, aux autres méthodes d'emploi, aux avis de cessation d'emploi, à la protection de la maternité et à la réparation des accidents du travail. La Direction a rendu compte, dans l'édition de 1970 de la publication, des modifications apportées aux lois de l'Ontario et du Québec qui exigent un préavis de cessation d'emploi dans les cas de mises à pied collectives, soit les premières du genre au Canada.



Canada vis-à-vis des questions d'assistance technique aux réunions de l'OIT et analyse et évalue les programmes de l'OIT dans ce domaine. Elle donne aussi des conseils relativement aux programmes canadiens d'assistance technique dans le domaine de formation destinés aux stagiaires qui étudient l'administration en matière de travail au Canada, en vertu d'ententes avec l'Agence canadienne de développement international et dans le cadre des programmes de bourses de perfectionnement de l'OIT. Plusieurs stagiaires de l'OIT, originaires du Moyen-Orient, de l'Afrique, des Caraïbes et de l'Amérique latine, ont été accueillis au Canada où ils ont suivi des cours de perfectionnement au cours de l'année. En vertu des programmes de bourses de perfectionnement de l'OIT ou d'autres programmes de formation, 35 stagiaires ont été accueillis par la Direction qui a organisé des cours d'une durée d'une semaine à six mois.

#### Division des études

La Division, créée en 1967, a poursuivi ses analyses à long terme de diverses conventions de l'OIT considérées comme les plus pertinentes au Canada, comparant les exigences de telles conventions en regard des lois fédérales et provinciales pertinentes, en vue d'établir dans quelle mesure le Canada se conforme à ces normes internationales et de préconiser des moyens d'en assurer l'observation intégrale et la ratification éventuelle des conventions de l'OIT par le Canada. Elle a publié une étude intitulée *L'égalité de rémunération pour un travail de valeur égale*, et des projets d'études d'autres conventions ont été préparés en vue de leur publication en 1971.

La Division a participé à la préparation de mémoires destinés à la première réunion des sous-ministres du Travail concernant les questions de l'OIT. Au nombre des autres activités de la Division se trouvaient la préparation de réponses à un questionnaire de l'OIT sur "La protection contre les dangers découlant de l'usage du benzène" et des rapports pour l'OIT sur la mise en application des conventions ratifiées par le Canada, comme l'exige la constitution de cet organisme.

#### Attachés du Travail

Des attachés du Travail sont toujours en poste aux ambassades de Washington et de Londres. Le poste à l'ambassade de Bruxelles était vacant à la fin de l'année.

### DIRECTION DE LA RECHERCHE SUR LA LÉGISLATION

La Direction de la recherche sur la législation poursuit un programme de recherches et de renseignements

les générales.

dans le domaine de la législation du travail. Elle analyse et interprète la législation du travail du Canada et des autres pays et diffuse de l'information, au moyen de publications paraissant régulièrement et d'études spéciales, sur les normes établies et sur les moyens de les appliquer et de les imposer. La Direction étudie également les sentences des tribunaux ayant une portée directe sur les lois du travail, et des cas d'espèces d'une importance particulière paraissant dans *La Gazette du Travail*. De plus, la Direction dispense des services consultatifs au ministère. Les trois divisions de la Direction sont chargées, respectivement, de recherches législatives, de jurisprudence (cas d'espèce) et d'enquêtes

Au cours de l'année, la Direction a consacré beaucoup de temps et de ressources au programme d'étude des lois relevant du ministère. Les fonctionnaires de la Direction ont siégé à plusieurs comités d'étude établis par le ministère pour réviser le Code canadien du travail (Normes), la Loi sur les justes salaires et la Loi du Canada sur les justes méthodes d'emploi. Ils ont préparé, à l'intention des membres des comités, de la documentation de base et des études comparatives des lois et des pratiques pertinentes partout au Canada et à l'étranger. Le chef de la Direction s'est occupé en particulier des travaux de formulation et de rédaction des modifications au Code canadien du travail (Normes) et à la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail.

Comme par les années passées, la Direction a préparé un rapport détaillé sur les réalisations législatives et administratives de tous les gouvernements du Canada, qui a servi de base aux discussions de la conférence annuelle de l'Association canadienne des administrateurs de la législation ouvrière. Le rapport, qui avait trait à une période de douze mois, insistait sur les principales mesures législatives et les nouvelles méthodes d'application dans les principaux domaines de l'activité des ministères du Travail, soit les relations du travail, les normes du travail, la sécurité du travail et la réparation des accidents du travail, la formation par l'apprentissage et la qualification des hommes de métier. Le chef de la Division de la recherche sur la législation a assisté à la conférence de l'ACALO, à Winnipeg, du 9 au 11 septembre 1970.

La Direction a également fourni des renseignements sur la législation du travail au Canada ou sur certains aspects de celle-ci à un certain nombre d'organismes internationaux, y compris la Commission des Nations-Unies sur les droits de l'homme, l'Organisation internationale du Travail, l'Association internationale de la sécurité sociale, l'Association internationale des fonctionnaires supérieurs du travail et l'Association internationale des conseils et commissions des accidents du



La Section a coordonné les rapports du ministère du Travail publiés dans l'*Annuaire du Canada* et la revue *Canada*.

## Programme de recherche du ministère du Travail et des universités

La Direction de l'économie et des recherches a poursuivi l'application du Programme de recherche du ministère du Travail et des universités. Les recherches portent sur l'économie et les aspects sociaux des relations industrielles. On accorde des subventions aux étudiants inscrits aux études supérieures et aux universitaires qui satisfont aux exigences en matière de citoyens et de résidence. Seize bourses ont été accordées au cours de l'année en vertu de ce programme, pour une somme totale de \$40,000.

## AFFAIRES INTERNATIONALES DU TRAVAIL

Pour la Direction des affaires internationales du travail, l'année a été marquée par des relations fédérales-provinciales plus étroites, grâce en particulier à la première réunion des sous-ministres du Travail, consacrée à des questions concernant l'Organisation internationale du Travail, et à des responsabilités accrues dans le cadre de l'Association canadienne des administrateurs de la législation ouvrière (ACALO).

La réunion a eu lieu à Ottawa, les 30 avril et 1<sup>er</sup> mai 1970. Sous la présidence du sous-ministre du Travail du Canada, les sous-ministres de tous les gouvernements du pays ou leurs représentants ont examiné les questions à l'ordre du jour de la 54<sup>e</sup> session de la Conférence de l'OIT qui devait se tenir à Genève en juin 1970, afin de donner à la délégation canadienne des instructions qui reflétaient les intérêts du Canada. On y a particulièrement mis l'accent sur l'examen d'un certain nombre de conventions proposées ayant trait au congé annuel payé, à la méthode de fixation du salaire minimum et aux emplois spéciaux pour la jeunesse. La délégation a également récapitulé les progrès accomplis en l'application au Canada de plusieurs conventions de l'OIT et a étudié la possibilité d'en ratifier d'autres.

C'était la première année complète où la Direction se chargeait du secrétariat de l'ACALO, d'accentuer la consultation fédérale-provinciale, de raffermir la coordination, d'élaborer des travaux de recherche et d'augmenter les échanges d'expériences dans les domaines qui relèvent de tous les ministères du Travail. Des représentants de tous les gouvernements ont assisté à la réunion annuelle de l'ACALO qui a eu lieu du 9 au 11 septembre, à Winnipeg (Manitoba). Les participants ont passé en revue les récentes modifications législatives et administratives apportées à la législation du travail au Canada. Deux des quatre commissions de l'ACALO, la Commission de la statisti-

que et des recherches et la Commission des relations du travail, ont également tenu des réunions à cette occasion. M. J.A. King, sous-ministre du Travail du Manitoba, a été élu à la présidence. Au cours de l'année, la Direction a, comme par le passé, coordonné toutes les responsabilités du ministère dans le domaine international du travail, dont les principales se rattachent aux programmes de l'OIT, notamment l'amélioration des conditions de vie et de travail, l'établissement de normes du travail, la collaboration technique et l'encouragement de l'emploi partout dans le monde. À cause de la situation financière dans laquelle elle s'est trouvée par suite de la décision du gouvernement américain de suspendre le paiement d'une partie de sa contribution, l'OIT a dû abandonner certains de ses projets et remettre à plus tard certaines de ses réunions.

## Division des conférences et de l'assistance technique

La Division a continué à se charger de la participation de délégations tripartites du Canada aux réunions de l'OIT. Des délégations se sont rendues à Genève pour assister à la 54<sup>e</sup> session de la Conférence internationale du Travail, à la 9<sup>e</sup> session de la Commission des mines de charbon, à la 9<sup>e</sup> session de la Commission des industries mécaniques et à la 55<sup>e</sup> session (Maritime) de la Conférence internationale du Travail. Une session spéciale du Conseil d'administration, la 179<sup>e</sup>, a eu lieu en mai et M. Wilfred Jenks, de Grande-Bretagne, y a été élu directeur général de l'OIT en remplacement de M. David A. Morse, des États-Unis, qui a pris sa retraite après avoir occupé le poste pendant 20 ans. Trois sessions régulières du Conseil d'administration, les 180<sup>e</sup>, 181<sup>e</sup> et 182<sup>e</sup>, ont eu lieu à Genève au cours de l'année, et des fonctionnaires supérieurs du ministère et de la Direction y ont assisté. Une délégation tripartite du Canada était présente à la 9<sup>e</sup> Conférence des États Membres américains de l'OIT à Caracas (Venezuela), en avril 1970.

Des représentants du Canada ont également assisté à un certain nombre de sessions de l'OCDE sur la main-d'œuvre et les affaires sociales, à Paris, et le sous-ministre a pris une part active dans le groupe d'étude sur les relations industrielles, mis sur pied par la Commission de la main-d'œuvre et des affaires sociales. Le sous-ministre adjoint aux relations du travail a représenté le ministère à l'Association internationale des fonctionnaires du travail à Hawaï. La directrice du Bureau de la main-d'œuvre féminine a participé à la Conférence de l'OIT sur la condition de la femme, à Genève. En consultation avec d'autres ministères intéressés, la Direction définit la position du Gouvernement du

## Division des industries du ressort fédéral

La Division des industries du ressort fédéral dirige un vaste programme de recherche destiné à fournir des renseignements sur les aspects économique, statistique et professionnel du travail dans toutes les industries du ressort fédéral. Cette recherche vise à fournir des renseignements utiles aux services de conciliation et de médiation du ministère et à satisfaire à d'autres besoins en matière d'exploitation et de politique à l'égard de chacune des industries.

Au cours de l'année, la Division a entrepris, dans le cadre des activités du ministère, plusieurs études d'envergure sur les industries; en outre, plusieurs études approfondies sont en voie de réalisation.

Des membres de la Division ont participé à des travaux de comités, par exemple, au groupe interministériel de travail qui étudie les questions relatives au maintien ou à l'abrogation de la Loi d'urgence sur l'aide à l'exploitation des mines d'or. La Division a donné à l'Organisation internationale du Travail des renseignements sur l'industrie des transports ferroviaire et routier et sur les relations industrielles dans l'industrie du transport maritime au Canada. Un membre de la Division a également participé à la 55<sup>e</sup> session (Maritime) de la Conférence de l'Organisation internationale du Travail.

## Division de la recherche opérationnelle

La Division a essentiellement pour but de fournir des services de recherche socio-économique et statistique aux diverses directions du ministère, afin de les aider à assumer leurs fonctions en matière d'administration, de législation et de politique.

La Division a aidé la Direction des normes du travail en lui fournissant des données de base et en rédigeant des documents sur la politique et des mémoires au Cabinet sur les répercussions du salaire minimum actuel de \$1.65 et le taux proposé de \$1.75. Avec l'aide de la Division des enquêtes, la Division a mené l'enquête sur les salaires et les traitements dans les industries relevant de l'autorité fédérale pour 1970; en outre, elle a compilé les données de base sur les conditions de travail.

La Division a mené une enquête sur les normes de travail, à partir d'un échantillon de 15 p. 100 des entreprises relevant de la compétence fédérale, afin de fournir des données sur la durée effective du travail, sur la rémunération des heures supplémentaires de travail, sur les jours fériés rémunérés et sur les congés annuels. Un rapport sur l'évaluation à long terme de la portée du salaire minimum de \$1.25 sur la structure des salaires (de 1965 à 1969) a été terminé. La deuxième partie de l'étude traitant des répercussions sur l'emploi sera complétée au cours de la prochaine année financière.

## Section des renseignements

La Section des renseignements est essentiellement chargée de répondre aux demandes de renseignements du grand public sur les publications et les travaux de recherche réalisés par la Direction. La Section joue également le rôle de bureau central de renseignements pour les communications internes et les échanges interministériels.

## Groupe de l'analyse économique

Le groupe de l'analyse économique, essentiellement chargé de fournir, surtout à l'usage interne du ministère, des analyses sur l'évolution économique générale, notamment sur l'évolution de la politique nationale, a poursuivi sa tâche. On a particulièrement insisté sur les activités qui auront des répercussions sur les programmes du ministère du Travail du Canada.

- (1) Comité interministériel de recherche du Bureau de la main-d'œuvre féminine.
- (2) Comité interministériel chargé de l'étude longitudinale sur l'adaptation des immigrants.
- (3) Comité interministériel de la statistique des accidents de travail.
- (4) Comité spécial de l'indemnisation.

de recherche suivants:

La Division a pris part aux comités interministériels cours de la période allant de 1967 à 1970.

La Division a dressé un rapport sur les résultats du Programme de prestations d'aide de transition en vertu de l'Accord canado-américain sur l'automobile; le rapport visait un échantillon de travailleurs mis à pied et désignés comme admissibles à des prestations au cours de la période allant de 1967 à 1970.

La Division a élaboré et rédigé un projet de rapport intitulé *Accident-Injury Experience and Cost in the Public Service of Canada, 1960-69*. Un certain nombre d'autres travaux concernant la sécurité et les accidents ont été exécutés au cours de l'année.

La Division, en collaboration avec la Direction des justes méthodes d'emploi, étudie actuellement un programme de recherche sur cet aspect de l'activité du ministère.

La Section prépare également une documentation spécialisée destinée à l'Organisation internationale du Travail. La documentation fournie au cours de l'année comprenait un rapport pour l'*Annuaire des statistiques du travail du BIT* ainsi que des données statistiques sur les taux de salaire et la durée normale du travail pour le numéro du juin du *Bulletin officiel*. La Section a également fourni des documents à divers comités industriels de l'OIT.



mais effectuée en octobre, conjointement avec l'enquête sur les taux de salaire. Elle permet de déterminer la fréquence de certaines conditions de travail et leurs caractéristiques, au Canada, par province et par industrie. Les résultats paraissent dans un rapport annuel intitulé *Conditions de travail dans l'industrie canadienne*. Les enquêtes sur certains coûts de main-d'oeuvre, menées en collaboration avec le Bureau fédéral de la statistique, visaient l'industrie manufacturière en 1967 et 1968 et les mines en 1969. Des enquêtes sur les transports, les communications, les autres services d'utilités publiques et les finances et l'assurance pour 1970 sont actuellement en cours. Le rapport sur les mines a été publié au cours de l'année.

En 1970, le Bureau des conseillers en gestion a mené une étude et publié un rapport sur l'élaboration et la mise en oeuvre d'un nouveau système visant à remplir cer les deux systèmes existants d'enquête sur les taux de salaire, les traitements, la durée du travail et les conditions de travail. Les recommandations du rapport ont été acceptées et la mise en oeuvre en est déjà fort avancée. Il faudra probablement de trois à cinq ans pour y apporter toutes les modifications voulues.

## Recherche sur la politique

Le Groupe de recherche sur la politique est chargé de la recherche à long terme sur les problèmes concernant les relations du travail et la fixation des salaires, afin de mieux faire comprendre le système des relations du travail au Canada et ses répercussions et de déterminer les nouvelles orientations et initiatives de la politique.

## Division des recherches sur les relations industrielles

La Division des recherches sur les relations industrielles est chargée principalement d'effectuer des recherches à long terme dans les secteurs des relations industrielles qui intéressent directement le ministère. La Division s'occupe également d'analyser et d'évaluer une foule de problèmes à court terme.

La Division a effectué des recherches approfondies dans le cadre de la révision par le ministère du Code canadien du travail (Normes); de plus, elle a remanié l'enquête annuelle publiée sous le titre de *La recherche sur les relations industrielles au Canada* et en a assumé seule toute la responsabilité. Elle a préparé à l'usage interne du ministère, des rapports sur les arrêts de travail dans certaines industries, sur la structure de la négociation collective et sur les aspects des politiques fiscales touchant les relations industrielles.

Au cours de l'année, les membres de la Division ont participé à des colloques, consulté régulièrement des spécialistes de la recherche et autres dans les universités et les ministères provinciaux du Travail, étudié et évalué les résultats des recherches portant sur les divers aspects

de l'activité du ministère. Le chef de la Division a représenté le ministère à une réunion de spécialistes convoquée par l'OCE afin de déterminer l'ampleur des différends du travail et leurs répercussions économiques; il a également fait partie d'un groupe interprovincial de travail chargé de rédiger un projet de programme de recherche à long terme dans le domaine des relations industrielles.

## Division des recherches sur les salaires

Au cours de l'année, la Division est allée sensiblement de l'avant avec son programme de recherche à long terme sur les salaires et les questions connexes. Elle est également à élaborer un programme de recherche sur les coûts de la main-d'oeuvre indépendants des salaires.

Des données statistiques sur la durée du travail, dont beaucoup remontent avant la Seconde Guerre mondiale, ont été mises en tableaux aux fins de distribution. Une étude sur les écarts de niveaux de compétence chez les travailleurs de la production dans certains secteurs choisis de l'industrie manufacturière au Canada et aux Etats-Unis est en bonne voie d'exécution; il en va de même de la préparation d'études chronologiques des salaires qui font l'historique de la courbe des salaires dans certains groupes de négociation d'industries choisies. Ces études serviront à la recherche sur les relations industrielles, mais elles ont principalement été préparées en vue d'une étude en voie d'élaboration sur la courbe des salaires.

Une étude de la productivité et des coûts unitaires de main-d'oeuvre dans 22 secteurs de l'industrie manufacturière, visant à démontrer les tendances entre 1949 et 1968, va bon train. Les études de la fixation des salaires dans l'industrie de la fabrication automobile et dans les industries primaires du fer et de l'acier au Canada sont presque terminées.

Au cours de l'année, une étude à long terme des salaires modiques, portant sur leur définition, leurs causes et leurs conséquences, était en voie d'élaboration. Le chef de la Division a fait partie d'un groupe d'étude composé de représentants de cinq pays et créé par l'Organisation de coopération et de développement économiques, qui s'est rendu en Autriche vers la fin de 1970 afin d'étudier la politique des prix et des salaires dans ce pays.

Le personnel de la Division exécute la majorité du travail, mais quelques travaux sont confiés sous contrat à des économistes d'universités.

## Recherche à l'appui des programmes

Le Groupe de recherche à l'appui des programmes est chargé des travaux de recherche à l'appui de l'activité d'exécution du ministère.



et à mettre au point un seul système mécanographique qui dresserait tous les tableaux voulus. L'enquête de 1971 sur les organisations de travailleurs a posé quelques questions supplémentaires et est devenue le principal moyen de rassemblement des données. Elle peut être étudiée et modifiée au besoin.

Grâce aux conseils et à l'aide du Service de la réforme administrative du ministère, la Division a procédé, au cours du dernier trimestre de l'année, à une révision complète de ses méthodes d'enquête. Il s'agissait de profiter des méthodes modernes de manière à obtenir le maximum de souplesse et de rapidité dans le rassemblement, la compilation et la publication des données sur les effectifs syndicaux, tout en importunant le moins possible les organisations de travailleurs qui collaborent.

*Croissance du syndicalisme au Canada, 1921-1967*, une monographie spéciale comprenant des graphiques, des tableaux et un texte explicatif, a paru au cours de l'année. D'autres analyses donnant plus de détails sur la répartition par industrie et par région sont actuellement en cours; à cette fin, il a fallu examiner à fond, remanier et réviser les dossiers, puis les enregistrer sur ruban magnétique à des fins mécanographiques.

Une autre étude, *Le cadre statuaire des finances des syndicats*, a été achevée durant l'année et paraîtra en 1971-1972. Fondée sur une analyse des statuts des principaux syndicats à l'oeuvre au Canada, l'étude se compose d'une série de tableaux sur les divers aspects financiers des syndicats, par exemple, les droits d'adhésion, les cotisations mensuelles et les droits par tête; un texte explicatif les accompagne. L'étude est la première d'une longue série actuellement en cours sur les structures et l'administration des syndicats à l'oeuvre au Canada.

La Division a continué à recueillir, à compiler et à publier des renseignements sur les différends du travail. Elle publie chaque mois un communiqué donnant des statistiques courantes de base sur le nombre de grèves et de travailleurs touchés et sur le temps perdu en jours-homme, au palier national et selon la compétence; il établit également des comparaisons avec les périodes correspondantes des années précédentes. Des ventilations statistiques plus détaillées ainsi que des listes distinctes des principaux arrêts de travail ont paru chaque mois dans *La Gazette du Travail*; en outre, une autre édition de *Grèves et lock-out au Canada* a été préparée pour publication. La Division a entrepris des rapports constants avec les Centres de main-d'oeuvre du Canada, avec les ministères provinciaux du travail et avec les parties en cause, afin d'assurer le maximum d'exactitude et d'intégralité dans les données qui servent à classer les arrêts de travail et à en déterminer l'ampleur. Elle a préparé par ordinateur une liste

## Division des enquêtes

nelles de renseignements spécialisés.

Le personnel de la Division s'est occupé d'un nombre restreint de demandes d'inspection de déclarations présentées par les syndicats ouvriers en vertu de la Loi sur les déclarations des corporations et des syndicats ouvriers. Les membres du personnel ont tenu des séances d'information et dispensé des conseils aux hauts fonctionnaires du ministère afin de les aider dans l'élaboration d'une politique sur les questions touchant les deux principaux champs d'activité de la Division — les syndicats et les arrêts de travail. Au cours de l'année, ils ont également préparé une foule d'analyses et de tableaux spéciaux pour répondre aux demandes personnelles de renseignements spécialisés.

La Division des enquêtes est essentiellement chargée de rassembler et de diffuser des renseignements sur les taux de salaire, par catégorie professionnelle, et sur les conditions de travail des travailleurs de l'industrie canadienne. Elle mène également des enquêtes spéciales sur des sujets donnés et, en collaboration avec le Bureau fédéral de la statistique, elle effectue une enquête annuelle sur les coûts de main-d'oeuvre dans certaines entreprises. De plus, la Division recueille des données trimestrielles et annuelles relatives aux accidents du travail, mortels ou non, survenus au Canada.

L'enquête sur les taux de salaire, les traitements et la durée du travail est menée tous les ans, le 1<sup>er</sup> octobre, au moyen d'un questionnaire envoyé à plus de 38,000 employeurs comptant généralement 20 travailleurs ou plus. La partie de l'enquête consacrée aux taux de salaire, aux traitements et à la durée du travail vise la plupart des industries, des régions et des grandes villes du Canada et recueille des renseignements sur les effectifs et les taux de salaire à l'égard de plus de 1,000 emplois. Des résultats provisoires sont publiés au début du mois de décembre, avant que tous les questionnaires soient retournés, afin de fournir des renseignements anticipés sur les taux de salaire en vigueur. Les résultats définitifs paraissent d'abord sur des feuilles mobiles distribuées au public sur abonnement, puis sous forme de volume relié de 400 pages intitulé *Taux de salaire, traitements et heures de travail*. Les résultats de l'enquête sur les taux de salaire servent également à satisfaire aux besoins particuliers de nombreux organismes gouvernementaux et privés. En 1970, la Division a mené une enquête en collaboration avec la Nouvelle-Écosse.

L'enquête sur les conditions de travail, jusqu'ici menée séparément en avril de chaque année, est désor-

La Division collabore avec le ministère du Travail de l'Ontario à la publication conjointe d'une revue mensuelle, *Collective Bargaining Settlements in Ontario*. La province analyse les règlements visant des groupes de négociation de 200 travailleurs ou plus, mais de moins de 500 travailleurs, et la Division fournit les mêmes renseignements pour les groupes de 500 travailleurs ou plus.

Le vaste travail d'enquête et d'analyse de la Division permet la publication trimestrielle de données sur la statistique relative aux changements apportés aux salaires dans les nouvelles conventions conclues. Il existe également un répertoire indiquant les changements apportés aux salaires dans toutes les conventions visant 500 travailleurs ou plus. La publication statistique intitulée *Statistics of Wage Developments Under Major Collective Agreements* est distribuée aux personnes intéressées partout au Canada, aux États-Unis et en Europe.

En vertu d'une entente avec l'Association canadienne de la construction, une nouvelle série de comptes rendus et de statistiques sur les conventions collectives signées dans l'industrie de la construction a commencé à paraître au début de l'année 1971.

Au cours de 1970-1971, les analyses de toutes les conventions visant les groupes de négociation de 500 travailleurs ou plus, sauf ceux de l'industrie de la construction, ont été complétées et leurs résultats versés dans l'ordinateur. Le programme mécanographique fonctionnant en partie, la Division a pu répondre à de nombreuses demandes de renseignements provenant du patronat, des syndicats, des universités, des ministères du gouvernement et des sociétés de la Couronne. Par exemple, au cours de la présente année financière, il y a eu environ 70 grandes demandes spéciales nécessitant une analyse approfondie de la part de la Division. La majorité des demandes provenaient d'autres ministères du gouvernement; cependant, les syndicats et le patronat ont de plus en plus recours aux services de la Division.

Une étude intitulée *Dispositions de grandes conventions collectives dans l'industrie manufacturière au Canada, 1969* a été complétée et publiée en 1970. Deux autres études ont été achevées: il s'agit de *Dispositions de conventions collectives visant les employés de bureau dans l'industrie manufacturière au Canada, 1970* et *Dispositions de conventions collectives dans les hôpitaux au Canada*.

Une analyse de toutes les conventions (indépendamment de leur champ d'application) des industries relevant de la compétence fédérale a été entreprise cette année. Environ la moitié des 1,000 conventions aux dossiers ont été analysées; les résultats ont été versés dans l'ordinateur.

Des analyses approfondies des indemnités de départ et des prestations supplémentaires d'assurance-chômage devaient être parachevées à l'été 1971. Le chef de la Division a représenté le ministère auprès du Comité interministériel de la politique de textile et du vêtement et participé à l'élaboration du Programme de reclassement des travailleurs. Il a également siégé au Comité interministériel de politique en matière d'importations à bas prix de revient.

## Division des organisations de travailleurs et des conflits du travail

La Division s'occupe des enquêtes et des travaux de recherche sur le mouvement ouvrier au Canada et applique un programme d'analyse et de mesure permanente des arrêts de travail résultant de différends. Les gouvernements, les parties aux négociations collectives, les universités, les spécialistes de la recherche en sciences sociales et le grand public utilisent les résultats de ces travaux. Des renseignements sont diffusés au moyen de communiqués, d'articles dans *La Gazette du Travail*, de publications annuelles et de monographies spéciales. La Division répond également aux demandes personnelles de renseignements.

En janvier, la Division a mené, pour la 59<sup>e</sup> année consécutive, les deux enquêtes annuelles sur les organisations de travailleurs à l'oeuvre au Canada; leur champ d'application est plus vaste, à cause de l'ampleur de la législation en matière de négociation collective, en particulier dans le secteur public. Une des enquêtes s'adresse aux centrales syndicales; elle fournit des données sur le nombre d'adhérents au Canada et la répartition régionale des sections locales ou des filiales, en plus de renseignements détaillés sur la structure et les principaux dirigeants de chacun des syndicats. L'autre enquête, visant les sections locales ou les filiales, donne des renseignements de base qui permettent de classer les effectifs syndicaux par industrie et par région. Les résultats de ces enquêtes paraissent dans la publication annuelle *Organisations de travailleurs au Canada* et dans un article publié chaque année dans *La Gazette du Travail* et intitulé *Effectif des syndicats canadiens réparti par industrie et par région*. Des tableaux spéciaux plus détaillés sont préparés à l'intention des ministères provinciaux du Travail.

Au cours de l'année, la Division a collaboré avec les fonctionnaires du Bureau fédéral de la statistique à l'élaboration et à la mise en vigueur d'un projet visant à supprimer le double emploi entre l'Enquête sur les organisations de travailleurs et la Loi sur les déclarations des corporations et des syndicats ouvriers. Le projet, mis à l'essai au mois de janvier 1971, consistait à envoyer aux syndicats un seul questionnaire, autant que possible, pour obtenir des renseignements aux deux fins



# PROGRAMME DE RECHERCHES ET DE DÉVELOPPEMENT

Le Programme de recherches et de développement a pour objet de rassembler, de compiler et de fournir des renseignements statistiques, juridiques et économiques, ainsi qu'à dispenser des services de prévision et de consultation à l'appui des objectifs du ministère.

Le directeur général de la recherche et du développement est membre de plusieurs comités interministériels travaillant au développement et à l'application de la recherche dans le domaine du travail. Il représente le ministère auprès de la Commission d'aide de transition établie en vertu du Règlement sur l'aide à l'industrie des produits de l'automobile et auprès du comité interministériel chargé d'élaborer un programme d'aide à l'adaptation des travailleurs déplacés des industries du textile et du vêtement.

En vertu du programme, tout producteur des industries du textile ou du vêtement, tout syndicat représentant des travailleurs de ces industries, ou tout groupe important de travailleurs non syndiqués, peut demander à la Commission du textile et du vêtement de désigner les employés touchés par une importante mise à pied d'une assez longue durée, qui serait directement attribuable à : des réductions futures des tarifs douaniers sur des produits du textile et du vêtement importés au Canada ; à des conditions fixées par le gouvernement et relatives à la protection spéciale contre la concurrence de l'importation ; ou au préjudice sérieux que la concurrence de l'importation porte ou menace de porter à la production d'articles de textile ou de vêtement, dans des circonstances où des mesures spéciales de protection n'ont pas été recommandées ou ont été jugées inapplicables. Les travailleurs touchés par ces mises à pied sont désignés par la Commission et ont le droit de présenter individuellement une demande de prestations.

L'application du Programme de recherche et de développement est répartie entre la Direction de l'économie et des recherches, la Direction des recherches sur la législation, la Direction des affaires internationales du travail et la Bibliothèque.

## DIRECTION DE L'ÉCONOMIQUE ET DES RECHERCHES

La Direction de l'économique et des recherches, en tant que principal organe de recherche du ministère, est chargée de dispenser des services de recherche et de mise au point de la statistique aux responsables de la

politique et des administrateurs du ministère et des autres organes gouvernementaux, ainsi qu'au salariat, au patronat, aux enseignants et au grand public. Les fonctions de la Direction se répartissent en trois grands groupes : établissement de la statistique, recherche sur la politique du ministère et recherche à l'appui des programmes.

Plusieurs membres de la Direction ont siégé à divers comités ministériels et interministériels et ont présenté des rapports lors de conférences universitaires, patronales et ouvrières. Comme par les années passées, un membre du personnel de la Division des enquêtes a été nommé secrétaire de la Commission de la statistique et des recherches de l'Association canadienne des administrateurs de la législation ouvrière.

### Etablissement de la statistique

Le Groupe d'établissement de la statistique est chargé des travaux de statistique du ministère, notamment des enquêtes sur les salaires, les conditions de travail, le coût de la main-d'œuvre, les accidents, les arrêts de travail, les organisations de travailleurs, les grandes conventions collectives, l'analyse des contrats et, enfin, l'analyse de l'évolution des salaires établis par voie de négociation collective.

### Division de la négociation collective

La Division de la négociation collective possède toujours la collection la plus complète de conventions collectives existant au Canada. Elle mène une enquête permanente et se procure toutes les nouvelles conventions conclues dès qu'elles deviennent disponibles.

La collection des conventions sert à la compilation et à l'analyse des renseignements sur les négociations et sur les conditions de règlement. Toutes les conventions visant 500 travailleurs ou plus sont analysées régulièrement à mesure qu'elles sont conclues. Les résultats de l'analyse paraissent chaque mois dans la *Revue de la négociation collective*.

Le *Calendrier d'expiration des conventions collectives*, publié annuellement, donne la liste des conventions visant les groupes de négociation de 500 travailleurs ou plus, sauf ceux de l'industrie de la construction. Les renseignements sont mis en tableaux croisés et établis par industrie, par mois, par province et par compétence.



directs avec un certain nombre de représentants d'autres pays et avec le secrétariat de la Commission, par l'intermédiaire du ministère des Affaires extérieures. Le Bureau a continué de collaborer avec l'Agence canadienne de développement international, en accueillant des boursiers étrangers et en les aidant dans leurs travaux de recherche sur les femmes au travail. Le Bureau a également continué de publier beaucoup d'ouvrages d'information, tant au palier national qu'international, et a fait paraître deux nouvelles publications intitulées *Faits et données: les femmes dans la population active*, 1969, et *Bureau de la main-d'œuvre féminine*, 1970.

qui réside au Canada ou qui y a son principal lieu d'affaires, lorsque ce navire est affecté au commerce dans un voyage de long cours ou un voyage de cabotage, selon la définition que la Loi sur la marine marchande du Canada donne de ces voyages.

L'application de la Loi sur l'indemnisation des marins marchands incombe à la Commission d'indemnisation des marins marchands qui se compose de trois membres nommés par le gouverneur en conseil. Le chef de la Division de l'indemnisation est secrétaire d'office de la Commission.

La Commission a reçu au cours de l'année 56 demandes; cinq d'entre elles ne pouvaient être étudiées car elles ne relevaient pas de la Loi et huit autres n'avaient trait qu'à des soins médicaux. Elle a également reçu six demandes à l'égard d'accidents mortels, soit cinq de plus que l'année précédente. Deux demandes sont encore en suspens. Pour un résumé statistique des demandes reçues depuis l'adoption de la Loi, voir le tableau suivant.

## BUREAU DE LA MAIN-D'OEUVRE FÉMININE

L'intérêt de la population pour les questions de la main-d'œuvre féminine qui s'était manifesté l'année dernière, s'est accentué à la suite de la publication du Rapport de la Commission royale d'enquête sur la situation de la femme au Canada, présenté au gouvernement en décembre 1970.

Avant la fin de l'année, le gouvernement avait chargé un agent spécial du Conseil privé de coordonner le travail d'un comité interministériel institué pour étudier les recommandations du Rapport de la Commission royale d'enquête. Le comité interministériel se composait de représentants de quelque 25 ministères du gouvernement, y compris le ministère du Travail par l'entremise du Bureau de la main-d'œuvre féminine. Le Comité avait pour mandat de formuler des recommandations au Comité de la politique sociale du Conseil privé, après avoir dûment étudié toutes les questions concernant la situation de la femme et, en particulier, les recommandations de la Commission royale d'enquête.

Au cours de l'année, on a également été témoin de progrès marqués dans le domaine législatif. Des dispositions concernant le congé de maternité et des dispositions révisées concernant l'égalité de rémunération pour un travail de valeur égale font partie des modifications proposées au Code canadien du travail (Normes), dont le Parlement a été saisi à la fin de l'année. De plus, des dispositions concernant le versement de prestations d'assurance-chômage pendant une absence du travail rattachée au congé de maternité se trouvent dans la Loi révisée sur l'assurance-chômage

qu'on ne pouvait pas tenter de poursuivre contre la dernière. Comme par les années passées, la plupart des employés blessés ont présenté des demandes d'indemnisation en vertu de la Loi sur l'indemnisation des employés de l'État. La Direction a réglé la majorité des cas et a déferé 46 demandes au ministère de la Justice pour étude, action et règlement. On a recouvré \$73,756,78 au total, soit par voie de règlement, soit à la faveur d'une sentence d'un tribunal. La Division a reçu 903 nouveaux cas mettant en cause des tierces parties, soit 206 de plus que l'année dernière. À la fin de l'année, 545 cas étaient encore en suspens, soit une augmentation de 183 en comparaison de l'année dernière.

La Division de l'indemnisation entretient des rapports étroits avec les commissions provinciales des accidents du travail, pour l'interprétation de la loi, l'étude des demandes et la réadaptation des employés grièvement blessés. Les agents supérieurs de la Division ont rendu visite à chacune des commissions provinciales au cours de l'année, afin de discuter de problèmes communs concernant l'adjudication des demandes et d'étudier la procédure d'adjudication et d'enregistrement des demandes d'indemnisation.

En consultation avec la Division de la prévention des accidents, on a remanié le programme de compilation mécanographique de la statistique. On tâche actuellement de donner au programme plus de maniabilité dans la récupération de l'information. Afin que chaque employeur soit au courant du dossier d'accidents de ses employés, un rapport statistique fondé sur des renseignements obtenus de la Division lui a été envoyé à la fin du mois de septembre. Un rapport semblable de fin d'année, plus complexe, sera également publié.

Le tableau 1 donne la répartition des demandes d'indemnisation par province.

On trouvera au tableau 2 les indemnités versées et les frais d'administration pour l'année à l'étude.

Quant au tableau 3, il donne la répartition des demandes d'indemnisation par employeur.

**Indemnisation des marins marchands**

Au cours de l'année, la Loi sur l'indemnisation des marins marchands a subi des modifications de manière à assurer, entre autres choses, une définition plus générale du terme "accident", une augmentation des prestations monétaires aux personnes à la charge des marins décédés, un relèvement de l'allocation funéraire et une hausse des indemnités minimum et maximum payables.

La Loi protège les marins employés à bord d'un navire immatriculé au Canada ou à bord d'un navire cédé aux termes d'une charte coque-nue à une personne

Ministère ou organisme	Lésions entraînant <sup>1</sup> l'invalidité	Taux de fréquence des lésions entraînant l'invalidité <sup>2</sup>	Nombre total des lésions <sup>3</sup>	Nombre des lésions par 100 employés
Eldorado Nucléaire Limitée . . . . .	52	20.36	202	15.43
Société du crédit agricole . . . . .	1	0.87	3	0.51
Société de commercialisation du poisson d'eau douce	16	69.53	36	30.51
Commission internationale des pêcheries				
de saumon du Pacifique . . . . .	0	0.00	3	4.76
Centre national des arts . . . . .	12	32.29	22	11.58
Office national du film . . . . .	3	1.60	18	1.88
Conseil des ports nationaux . . . . .	147	46.84	312	19.39
Conseil national de recherches . . . . .	52	7.86	147	4.34
Commission d'énergie du Nord canadien . . . . .	22	30.49	73	19.73
Société des transports du nord Limitée . . . . .	31	45.56	161	46.13
Monnaie royale canadienne . . . . .	24	41.30	46	15.44
Administration de la voie maritime du Saint-Laurent	79	28.12	170	11.80
Conseil des sciences du Canada . . . . .	0	0.00	2	4.76
Total . . . . .	2,646	39.23	4,458	12.63

<sup>1</sup>La statistique se fonde sur les demandes d'indemnisation reçues au cours de l'année financière 1970/1971.

<sup>2</sup>"Le taux de fréquence des lésions entraînant l'invalidité" représente le nombre de lésions entraînant l'invalidité par million d'heures-hommes travaillées.

<sup>3</sup>"Le nombre total des lésions" se fonde sur le nombre des soins médicaux accordés et des lésions entraînant l'invalidité. L'emploi est calculé d'après les heures-homme fournies sur la base de 1,950 heures-hommes par année-homme.

### Loi sur l'indemnisation des marins marchands, résumé statistique

	Sociétés de transport assurées	Nombre de marins (approx.)	Demandes d'indemnisation reçues	Cas d'indemnisation pour incapacité temporaire	Cas d'indemnisation pour incapacité permanente	Accidents mortels
1945 à 1966	—	—	983	685	124	85
1966-1967	37	2,350	25	23	2	2
1967-1968	33	2,300	37	33	2	2
1968-1969	35	2,400	23	22	3	1
1969-1970	37	2,450	28	26	1	1
1970-1971	34	2,250	41	35	0	6



Ministère ou organisme	Lésions entraînant l'invalidité <sup>1</sup>	Taux de fréquence des lésions entraînant l'invalidité <sup>2</sup>	Nombre total des lésions <sup>3</sup>	Nombre des lésions par 100 employés
Travaux publics . . . . .	266	17.42	655	8.36
Expansion économique régionale . . . . .	58	17.20	116	6.71
Commissaire à la représentation . . . . .	0	0.00	0	0.00
Gendarmerie royale du Canada . . . . .	47	10.67	78	3.46
Secrétariat d'Etat . . . . .	6	2.35	7	0.54
Sénat . . . . .	2	5.05	2	0.98
Solliciteur général . . . . .	0	0.00	3	4.22
Approvisionnement et services . . . . .	64	3.90	120	1.43
Commission du tarif . . . . .	0	0.00	0	0.00
Commission d'appel de l'impôt . . . . .	0	0.00	0	0.00
Transports: . . . . .				
Administration . . . . .	5	3.10	9	1.09
Services de l'air . . . . .	249	10.18	613	4.89
Services de la marine . . . . .	349	30.21	863	14.57
Conseil du Trésor . . . . .	1	1.07	2	0.42
Commission d'assurance-chômage . . . . .	35	2.85	87	1.38
Affaires des anciens combattants . . . . .	439	20.31	640	5.78
Total . . . . .	9,898	21.87	19,235	8.28
Organismes gouvernementaux non assujettis à la politique du Conseil du Trésor				
Commission de contrôle de l'énergie atomique . . . . .	0	0.00	0	0.00
Energie atomique du Canada . . . . .	45	5.01	126	2.74
Arsenaux canadiens Limitée . . . . .	21	20.34	38	7.55
Société Radio-Canada . . . . .	192	10.60	387	4.17
Conseil canadien des ministres des Ressources . . . . .	0	0.00	0	0.00
Société de développement de l'industrie cinématographique canadienne . . . . .	0	0.00	1	12.50
Société canadienne des télécommunications . . . . .	4	2.59	13	1.65
Société de développement du Cap-Breton . . . . .	1,854	292.61	2,525	77.67
Société centrale d'hypothèques et de logement . . . . .	33	7.81	66	3.05
Compagnie des jeunes Canadiens . . . . .	1	11.39	1	2.22
Corporation de disposition des biens de la Couronne	0	0.00	1	0.90
Construction de défense (1951) Limitée . . . . .	13	17.85	22	5.90
Conseil de recherches pour la défense . . . . .	44	9.86	83	3.63
Eldorado Aviation Limitée . . . . .	0	0.00	1	2.63

Tableau 3 – STATISTIQUE DES ACCIDENTS

Ministère de la Fonction publique

Ministère ou organisme	313	16.16	786	0	70	4.02	0.49	14.64	0.52	0.42	0.00	2.18	2.64	1.73	4.66	0.64	0.99	8.66	8.09	6.94	2.34	9.80	0.86	4.42	0.70	0.96	1.00	0.66	11.78	13.50	3.35	0.78	3.55	1.86	1.69	15.10	0.25	3.23	1.21
Lésions entraînant l'invalidité <sup>1</sup>	7	2.89	15	1	10	3.23	1.21																																
Fréquence des lésions entraînant l'invalidité <sup>2</sup>	4	6.60	10	1	1	0.25																																	
Taux de fréquence des lésions entraînant l'invalidité <sup>2</sup>	7	2.89	15	1	10	3.23	1.21																																
Nombre des lésions total <sup>3</sup>	7	2.89	15	1	10	3.23	1.21																																
Nombre des lésions par 100 employés	7	2.89	15	1	10	3.23	1.21																																

**Tableau 1**  
Demandes d'indemnisation en 1970-1971, par province et par catégorie

Lésions	Lésions entraînant incapacité	Soins médicaux	Indemnisation	Congé pour lésions <sup>1</sup>	Incapacité permanente	Décès	Demandes rejetées	Total
Terre-Neuve . . . . .		94	24	75	—	—	8	201
Ile-du-Prince-Edouard . . . . .		43	11	46	—	1	1	102
Nouvelle-Ecosse <sup>2</sup> . . . . .		1,591	1,882	725	2	9	34	4,243
Nouveau-Brunswick . . . . .		515	62	273	1	—	17	868
Québec . . . . .		1,837	382	2,477	1	4	27	4,728
Ontario . . . . .		3,732	444	3,349	—	5	144	7,674
Manitoba . . . . .		434	83	460	—	1	13	991
Saskatchewan . . . . .		409	109	231	—	5	9	763
Alberta . . . . .		589	97	660	—	1	18	1,365
Colombie-Britannique . . . . .		1,707	160	814	—	2	52	2,735
Territoires du Nord-Ouest . . . . .		270	91	31	—	2	—	396
Yukon . . . . .		75	9	36	—	—	—	120
Total . . . . .		11,296	3,354	9,177	4	30	323	24,184

<sup>1</sup> Cas où le salaire continue à être versé au lieu d'une indemnité.

<sup>2</sup> Y compris 2,490 demandes provenant de la Société de développement du Cap-Breton.

**Tableau 2**

**Indemnités versées et part des frais d'administration assumée par le gouvernement fédéral, par province**

Province	Indemnités versées 1970-1971	Frais d'administration pour l'année 1970	Total
Terre-Neuve . . . . .	42,699	5,001	47,700
Ile-du-Prince-Edouard . . . . .	19,473	1,819	21,292
Nouvelle-Ecosse* . . . . .	1,754,482	148,864	1,903,346
Nouveau-Brunswick . . . . .	137,115	27,196	164,311
Québec . . . . .	990,543	217,085	1,207,628
Ontario . . . . .	1,530,461	193,956	1,724,417
Manitoba . . . . .	104,865	22,500	127,365
Saskatchewan . . . . .	201,488	31,084	232,572
Alberta . . . . .	455,419	61,353	516,772
Colombie-Britannique . . . . .	392,036	76,246	468,282
Païements à l'égard d'employés embauchés sur place à l'étranger . . . . .	3,771	—	3,771
Total . . . . .	5,632,352	785,104	6,417,456



poussières dans la houillère numéro 26 de la Société de développement du Cap-Breton; cette enquête a révélé que dans de nombreuses mines, les concentrations de poussière dépassaient les limites acceptables. La Société étudie actuellement le rapport du 15 février 1971 de cette enquête, afin de hâter la mise en vigueur de mesures de redressement.

En sus de cette importante enquête, le personnel de la Division a effectué environ 500 essais et études préliminaires sur le bruit, les gaz toxiques et d'autres dangers du même genre. Vingt-cinq problèmes d'hygiène du milieu ont été confiés au ministère de la Santé nationale et du Bien-être social pour étude.

## Education

En 1970-1971, on a publié quatre numéros de "Fonction publique — sécurité", réalisés en collaboration avec le Conseil du Trésor. Cette publication, qui est un instrument de diffusion de nouvelles et de renseignements sur la sécurité dans la Fonction publique, tire actuellement à 17,000 exemplaires.

La Division a publié et distribué un "Catalogue de films — sécurité", un répertoire de films choisis sur la sécurité; une liste des endroits où l'on peut se procurer ces films figure également dans ce catalogue.

On a mis sur pied un cours de formation traitant de principes de prévention des accidents tels que la bonne façon de mener des enquêtes de sécurité, afin de parfaire les connaissances en matière de sécurité et d'améliorer le rendement des agents et des moniteurs de sécurité. Ce cours, qui est précédé de l'étude à la maison du manuel "Accident Prevention Fundamentals", de M. M.U. Eninger, se présente sous la forme de colloques d'une durée globale de 40 heures. En 1970-1971, cent vingt-trois employés de la Fonction publique, de services provinciaux de la sécurité, de sociétés de la Couronne et de la Division de la prévention des accidents ont assisté à ces cours, portant ainsi le total à environ 150 personnes. En 1971-1972, on prévoit modifier ce cours pour les cadres supérieurs.

La Division a terminé le travail préparatoire, y compris la rédaction du scénario, à la réalisation d'un film sur la bonne façon d'enquêter sur un accident. Ce film vise à démontrer la différence entre les causes de lésions et les causes d'accidents et le fait qu'on peut habituellement attribuer les accidents à plusieurs facteurs reliés à la fois aux conditions du milieu et aux méthodes de travail; on s'attend à ce qu'il soit terminé pour distribution en septembre 1971. On croit qu'une des raisons de l'augmentation constante du taux annuel de fréquence des accidents dans l'industrie est généralement l'impossibilité de déterminer correctement les causes réelles des accidents et d'appliquer des mesures efficaces de redressement.

## Division de l'indemnisation

Le personnel de la Division a assisté à plus de 80 colloques, cours et conférences sur la sécurité, organisés par des entreprises et des ministères fédéraux ainsi que par diverses associations professionnelles. Plus de 500 rencontres, ayant pour but la solution de problèmes découlant des programmes de prévention des accidents, ont eu lieu avec des chefs d'entreprises et des dirigeants syndicaux. Des questions d'application des règlements et des directives émises par les agents de sécurité ont fait l'objet d'environ 300 réunions.

La Division de l'indemnisation de la Direction s'occupe des indemnités pour accident du travail autorisées en vertu de la Loi sur l'indemnisation des employés de l'Etat, qui protège quelque 267,000 personnes employées par 110 ministères fédéraux et sociétés de la Couronne, soit une augmentation de 4,000 en comparaison de l'année dernière.

On a reçu au cours de l'année des demandes d'indemnisation à l'égard de 24,184 accidents signalés, soit une augmentation de 586 par rapport à l'année dernière. Le nombre d'accidents entraînant incapacité a augmenté de 925 pour s'établir à 12,565. Le pourcentage d'accidents entraînant incapacité par rapport au nombre total d'accidents signalés est passé de 49,32 p. 100 l'année dernière à 52,65 p. 100 cette année. La proportion de tous les accidents par rapport à tous les travailleurs s'est établie à un sur 11. Pour les lésions entraînant incapacité, cette proportion était d'un sur 21.

Au cours de l'année, la Division a rejeté 323 demandes d'indemnisation, soit que la personne blessée n'ait pu être considérée comme un employé du gouvernement fédéral, soit que la blessure signalée n'ait pas été le résultat d'un accident survenu directement dans l'exercice de ses fonctions. Elle a versé 1960 pensions.

On a signalé 34 accidents mortels au cours de l'année, dont 4 n'avaient pas été occasionnés par l'emploi, soit 9 de plus que l'année dernière.

La Loi protège les employés des sociétés de la Couronne de la même manière que les employés des ministères, conseils et commissions du gouvernement. Certains de ces organismes font des remboursements au Fonds du revenu consolidé pour payer le coût total de leurs accidents, y compris leur part des frais d'administration, tandis que d'autres paient une cotisation fixée d'après leur bordereau de paie, tout comme la cotisation des entreprises est fixée selon les dispositions des lois provinciales. L'argent reçu de ces organismes sert à contrebalancer en partie les sommes versées en indemnités et en frais d'administration.

Au cours de l'année, 720 cas mettant en cause des tierces parties ont été étudiés et réglés, soit par l'octroi d'un dédommagement, soit par un jugement portant

La statistique actuelle sur les lésions dans la Fonction publique démontre que la tendance des dernières années quant à l'accroissement du nombre des lésions au travail se poursuit. L'augmentation de cette année est seulement de 4 p. 100 en comparaison de 12 p. 100 pour chacune des deux années précédentes et d'environ 15 p. 100 par année pour l'ensemble de l'industrie de l'industrie Dans la Fonction publique, en 1970-1971, le nombre de lésions entraînant incapacité a été d'environ 22 par million d'heures-homme fournies, ou d'à peu près 44 lésions entraînant incapacité par 1000 années-homme. Ce dernier chiffre est inférieur à la moyenne nationale de l'industrie soit environ 10; cette différence peut s'expliquer par le nombre relativement élevé d'employés de bureau et de travailleurs assimilés qui exercent un travail peu dangereux dans la Fonction publique.

La statistique concernant les entreprises fédérales qu'ils présentent aux Commissions provinciales des accidents du travail des demandes d'indemnisation ne faisait pas l'objet d'un rapport distinct dans le passé. Toutefois, le Bureau fédéral de la statistique, en collaboration avec les Commissions des accidents du travail, a récemment entrepris de mettre sur pied pour le compte du ministère, un système de rapports distincts sur la statistique des accidents dans les entreprises relevant de l'autorité fédérale. La modification du système statistique actuel ne sera évidemment pas complétée avant un an ou deux. Le taux actuel de fréquence de lésions entraînant incapacité, pour toutes les industries fédérales provinciales est d'environ 27 par million d'heures-homme ou de 54 par 1000 années-homme.

Le règlement concernant les enquêtes et les rapports sur les accidents, qui exigera que les employeurs relatent à la compétence fédérale enquête rapidement sur toutes les lésions entraînant incapacité et sur certains autres accidents graves et qu'ils les signalent aux agents régionaux de sécurité du ministère, est presque au point. Il mettra l'accent sur la bonne façon d'enquêter sur les accidents afin d'en déterminer les causes réelles pour pouvoir élaborer et appliquer des mesures de redressement convenables. Comme avantage secondaire, ce système de rapports fournira pour la première fois une statistique sur les causes d'accidents. Celle-ci, à titre d'instrument de prévention des accidents, livrera des renseignements beaucoup plus valables que ceux que donne la statistique sur les lésions.

### Études et enquêtes spéciales

A la demande de la Division de la prévention de accidents, le ministère de la Santé nationale et du Bien-être social a mené une enquête sur les conditions de

Bon nombre d'entreprises et de ministères fédéraux ne disposent d'aucun moyen de recueillir et traiter les données statistiques sur les accidents et se contentent de celles que fournissent chaque année les commissions des accidents du travail. Lorsqu'on recueille les données statistiques, on les classe rarement de façon à permettre l'identification des groupes distincts à l'intérieur d'une entreprise ou d'un ministère. Généralement, la statistique fournie porte sur la nature et la cause des blessures ainsi que sur les frais d'indemnisation. La statistique se rapportant aux causes des accidents est un fait exceptionnel pour la bonne et simple raison que l'enquête sur les accidents vise habituellement à déterminer la nature et la cause de la lésion de façon à permettre de remplir la formule de demande d'indemnisation.

### Enquêtes, rapports et statistique sur les accidents

En collaboration avec le ministre des Mines de la Nouvelle-Ecosse, la Division a adopté un nouveau programme d'inspections réglementaires visant les charbonnages de la Société de développement du Cap-Breton; ce dernier met l'accent sur la qualité plutôt que sur la quantité des inspections. En outre, la direction de ces charbonnages a entrepris d'améliorer son programme d'inspections internes en vue de réduire le taux traditionnellement élevé de fréquence des accidents. La Division a mis au point et publiera sous peu "Guide des inspecteurs de la sécurité au Canada", guide bilingue pour l'inspection des lieux de travail assujettis aux dispositions du Code canadien du travail (Sécurité) et aux règlements afférents.

Au cours de l'année, la Division a mené environ 19,000 inspections de sécurité annuelles et régulières visant les appareils de levage, les chaudières et les récepteurs sous pression, les installations électriques et de gaz ainsi que les lieux de travail. Huit cent quatre-vingt-dix inspecteurs affectés à 14 services provinciaux d'inspection ont procédé, à titre d'agents de sécurité du ministère du Travail du Canada, à la plupart de ces inspections.

### Inspections de sécurité

est peu probable que ces inspections fournissent suffisamment de renseignements pour permettre de déceler les causes avec précision. En 1970-1971, la Division a effectué neuf contrôles nationaux de sécurité et huit contrôles régionaux. Les premiers s'appliquaient à un nombre représentatif de secteurs de travail d'une société ou d'une industrie dans la province où elles étaient situées, ce qui donnait une bonne idée du programme de prévention des accidents de la société ou de l'industrie. Les seconds se rapportent à une province ou à une région géographique plus restreinte.



prévention des accidents est demeurée au stade embryonnaire; dans quelques cas, on s'est opposé vivement à l'adoption de mesures préventives reconnues.

#### Règlements et normes

Au cours de 1970-1971, on a procédé à la rédaction définitive de quinze projets de règlements sur la sécurité et l'hygiène du travail, touchant des sujets tels que les substances dangereuses, l'électricité, le bruit et la maintenance des matériaux; ces projets ont été soumis au ministère de la Justice pour étude juridique. Le 2 janvier 1971, le Conseil Privé a approuvé l'un d'entre eux, le Règlement du Canada sur les appareils de levage.

A la fin de l'année financière les projets de règlements sur la durée du travail et les examens médicaux pour les conducteurs de véhicules automobiles commerciaux ainsi que sur les enquêtes et les rapports sur les accidents étaient presque au point; il en était de même de la révision proposée du règlement sur la sécurité dans les mines de charbon.

Le personnel de la Division de la prévention des accidents a continué à participer à des comités de l'Association canadienne de normalisation, par exemple, au comité du Code canadien de l'électricité, au comité des appareils de levage et au comité des chaudières et des récepteurs sous pression. Les règlements du Code canadien du travail (Sécurité) sur la sécurité et l'hygiène du travail font souvent mention des normes nationales établies par l'Association canadienne de normalisation et d'autres organismes de normalisation tels que l'*American National Standards Institute*.

#### Contrôles de sécurité

Tout en étant un instrument de réglementation assez valable, les inspections de sécurité, annuelles ou régulières, ont habituellement un champ d'action limité lorsqu'il s'agit de déterminer les conditions du milieu et les méthodes de travail dangereuses qui révèlent ou laissent deviner des problèmes de prévention des accidents moins apparents et profonds. Cette année, la Division a mis sur pied un nouveau service, celui du contrôle de la sécurité; ce dernier permet l'analyse critique de tout le programme de prévention des accidents d'une société, y compris la politique en matière de sécurité, le comportement des cadres et des employés face à la sécurité, l'organisation de la sécurité, la responsabilité en matière de sécurité, l'éducation et la formation, l'inspection interne, les enquêtes et les rapports sur les accidents ainsi que la statistique.

On croit que les contrôles de sécurité, en révélant les causes premières des problèmes de prévention des accidents, seront plus utiles que les inspections routinières, particulièrement dans les grandes entreprises où il

#### Taux de salaire minimum

Au cours de l'année, on a établi 9,999 taux de salaire minimum applicables à des contrats du gouvernement. A la suite de 526 demandes formulées, on a fixé 1,618 autres taux de salaire applicables aux employés des ministères et organismes du gouvernement.

Les agents du ministère ont mené des enquêtes sur des salaires touchant 88 zones pour recueillir des renseignements sur les taux de salaire payés par les entrepreneurs de l'industrie de la construction et les employés d'autres industries dans diverses régions du Canada. Au cours de ces enquêtes sur les salaires, ils ont interrogé 4,065 employés qui comptent 129,368 travailleurs rémunérés à l'heure. Ils ont tiré des renseignements supplémentaires des lois provinciales du travail et des conventions collectives.

#### DIRECTION DE LA PRÉVENTION DES ACCIDENTS ET DE L'INDEMNISATION

Les principales fonctions de la Direction de la prévention des accidents et de l'indemnisation consistent à élaborer et à appliquer, en conformité avec les dispositions du Code canadien du travail (Sécurité), une norme satisfaisante de sécurité du travail dans les entreprises relevant de l'autorité fédérale et dans la fonction publique, et à assurer l'application de la Loi sur l'indemnisation des employés de l'Etat, en vertu de laquelle des indemnités pour lésions subies au travail sont versées aux employés du gouvernement fédéral. Elle assure en outre l'application de la Loi sur l'indemnisation des marins marchands.

#### Division de la prévention des accidents

Le Code canadien du travail (Sécurité), qui traite de la sécurité et de l'hygiène du travail et s'applique à environ 7,000 entreprises, sert de cadre de travail à la Division en matière de prévention des accidents dans le secteur privé. La Division exerce son activité dans la fonction publique du Canada, en vertu du Programme de sécurité du travail du Conseil du Trésor.

Après trois ans d'activité, la Division de la prévention des accidents peut affirmer avoir établi des bases solides pour l'élaboration d'un programme statuaire et consultatif complet de prévention des accidents. Un personnel expérimenté et compétent de 64 membres, y compris 16 ingénieurs diplômés et 24 techniciens en matière de sécurité, élaborera et appliquera ce programme.

Les témoignages recueillis au cours des trois premières années d'activité de la Division indiquent que très peu d'entreprises et de ministères fédéraux peuvent se vanter d'appliquer un programme perfectionné et complexe de prévention des accidents. Dans certains domaines on pourrait à juste titre affirmer que la



Le ministère des Transports a commencé à Sainte-Scholastique (Québec), la construction du nouvel aéroportier exposé.

Elle a établi huit exposés de conditions de travail à l'intention de l'Energie atomique du Canada Limitée, à l'égard de contrats adjugés en vue des installations de transmission de la rivière Nelson au Manitoba. Elle en a établi six autres à l'intention de l'Energie atomique du Canada Limitée, à l'égard de contrats adjugés pour l'établissement de recherches nucléaires de Whiteshell (Manitoba) et pour la construction de la ville de Pinawa, ce qui porte à 186 le nombre d'exposés établis depuis le 8 juin 1961, date à laquelle fut dressé le premier exposé.

Au cours de l'année, la Direction a établi 5,115 exposés de conditions de travail, comparativement à 3,438 au cours de 1969-1970 et à 3,492, au cours de 1968-1969.

*Contrats pour travaux de construction, de réparation de rénovation et de démolition*

## Justes salaires dans les contrats du gouvernement

### CONTRATS DU GOUVERNEMENT FÉDÉRAL

recouvrement de \$75,560 en arrérages de salaires. Au cours de la même période, 1,349 compagnies, comptant environ 28,554 employés, ont fait l'objet d'inspections. Sept cent vingt-deux compagnies se conformaient aux normes du Code; 235 ne semblaient pas assujetties au Code; les 196 autres entreprises avaient enfreint les dispositions du Code. Ces infractions ont entraîné le recouvrement de \$215,532 en arrérages de salaires, au nom de 2,625 employés.

Au cours de l'année, on a enquêté sur 918 plaintes formulées par les employés. De ce nombre, 414 avaient trait à des infractions au Code qui ont été réglées par le recouvrement de \$75,560 en arrérages de salaires.

### Programme de mise en application du Code

- On a approuvé 66 demandes d'approbation d'anniversaire d'entrée en fonction d'un employé, aux fins des congés annuels, en vertu de l'article 16 du Règlement d'application.
- On a autorisé 5 renonciations de congé annuel concernant 11 employés, conformément à l'article 14 du Règlement d'application, et 11 demandes de remise à une date ultérieure des congés annuels, visant 279 employés, ont été approuvées en vertu de l'article 15 du Règlement.
- On a signalé 15 substitutions d'autre jour à des jours fériés légaux, visant quelque 1,045 employés, en vertu de l'article 28(1a) du Code, et le ministre a approuvé 32 substitutions semblables en vertu de l'article 28(1b), visant 721 employés.

### Application de la Loi sur les justes salaires

établissements.

la dernière année financière. Bien que la Loi sur les justes salaires ne s'applique pas aux contrats de services, des exposés de conditions ont été établis relativement à de tels contrats à la demande de certains ministères du gouvernement, par exemple, les services de ménage et le nettoyage des édifices publics, les services de déménagement du mobilier et des accessoires de bureau et les services d'alimentation des camps militaires et d'autres

établissements. Toutes les plaintes au sujet d'omission de la part des entrepreneurs d'appliquer les conditions de travail des contrats ont fait l'objet d'enquêtes. En outre, on a poursuivi la politique d'inspections régulières planifiées. Au cours de l'année, on a procédé à 1,329 inspections portant sur l'application des conditions en matière de salaire, de durée du travail et d'autres conditions de travail, y compris les dispositions interdisant la discrimination, par les entrepreneurs chargés de l'exécution de contrats du gouvernement. De ce nombre, 997 visaient des entrepreneurs généraux et 332 des sous-traitants. Les chiffres correspondants pour 1969-1970 étaient 1,088, 518 et 570 respectivement.

*Contrats pour la fabrication d'équipement et de fournitures*

port international de Montréal. Les travaux devraient se poursuivre jusqu'en 1980; cependant, certaines pistes pourront être utilisées d'ici 1974. Les deux premiers barèmes de salaire ont été établis le 23 janvier 1970 et, au cours de la dernière année financière, 12 autres barèmes de salaire ont été établis pour le ministère des Transports à l'égard de contrats adjugés pour la construction de ce nouvel aéroport.

Pour assurer l'observation des conditions de travail exigées et le paiement du salaire minimum en 1970-1971, une somme totale de \$143,784.34 a été perçue de 158 entrepreneurs et répartie entre 1,475 travailleurs en paiement de salaires qui leur étaient dus. Au cours de l'exercice financier de 1969-1970, les arrérages de salaires recouvrés s'élevaient à \$54,316 à l'égard de 1,220 travailleurs.

L'industrie du camionnage, qui relève de l'autorité du Parlement du Canada, poursuit son activité conformément au décret qui suspend l'application de la Partie I du Code et établit des normes provisoires pour la période allant du 1<sup>er</sup> juillet 1968 au 30 juin 1971. En vertu de ce Décret, au cours de l'année écoulée, il a été fait rapport de 12 périodes de 13 semaines ou moins aux fins du calcul de la durée moyenne du travail dans le cas de 282 routiers et d'une période de plus de 13 semaines aux fins du calcul de la moyenne pour un employé.

Le ministre a approuvé 27 permis en vertu de l'article 8 et un permis en vertu de l'article 11, autorisant le travail au-delà de la durée maximale prescrite dans le Décret.

3. Décret autorisant la prolongation de la durée du travail dans le transport du courrier par véhicules automobiles, effectué par les entrepreneurs du ministère des Postes du Canada (C.P. 1968-1844).

Le Décret s'applique aux routiers employés par des entrepreneurs du ministère des Postes du Canada. Il suspend la Partie I du Code et autorise la prolongation de la durée du travail durant la période allant du 11 septembre 1968 au 30 juin 1971.

4. Décret autorisant la prolongation de la durée du travail à la *Great Northern Railway Company* (C.P. 1969-2273).

Le Décret suspend l'application de la Partie I du Code pour une période allant du 1<sup>er</sup> décembre 1969 jusqu'à une décision concernant l'industrie ferroviaire ou jusqu'à ce que le gouverneur en conseil émette un décret en vertu de l'article 51(5), selon la plus rapprochée des deux dates. Il stipule que la durée du travail et les taux applicables aux heures supplémentaires de travail sont ceux que prévoient les conventions collectives mentionnées dans l'annexe.

5. Décret autorisant la prolongation de la durée du travail dans le transport des marchandises par bateau sur le fleuve Saint-Laurent et le long de la Côte est du Canada (C.P. 1969-2404).

Ce Décret suspend l'application de la Partie I du Code et établit des normes provisoires de durée du travail jusqu'au 31 décembre 1973. Il s'applique aux employés occupés au transport de marchandises ou de passagers, ou des deux, par bateau partant principalement d'un port quelconque du Québec, de l'Île-du-Prince-Édouard, de la Nouvelle-Écosse ou du Nouveau-Brunswick et se dirigeant vers un port quelconque de l'importation quelle autre de ces provinces ou de Terre-Neuve.

Au cours de l'année, le ministre a approuvé en vertu de l'article 9 un permis autorisant le travail au-delà de la durée maximale du travail prévue dans le Décret.

6. Décret autorisant une deuxième prolongation de la durée du travail à la Société de développement du Cap-Breton (C.P. 1969-2433).

Le Décret suspend de nouveau l'application de la Partie I du Code et établit une durée provisoire du travail jusqu'au 31 juillet 1971 pour les travailleurs, autres que les employés de bureau, au service de la division de la houille de la Société de développement du Cap-Breton.

## Modifications

A compter du 1<sup>er</sup> juillet 1970, la Partie II du Code a été modifiée de manière à relever de \$1.25 à \$1.65 le taux horaire minimum de salaire ou son équivalent. On a également modifié le Règlement (dispositions générales) d'application en fixant à au moins \$1.40 l'heure ou son équivalent le taux de salaire de base des travailleurs âgés de moins de 17 ans.

## Souplesse dans l'application du Code

Quelques-unes des dispositions du Code donnent aux employeurs une certaine latitude dans l'application de ses normes à leurs entreprises. Au cours de l'année, les cas suivants ont témoigné de cette souplesse:

- On a fait état, dans 37 cas, de l'application de périodes de 13 semaines ou moins aux fins du calcul de la moyenne en vertu de l'article 6 du Règlement d'application, visant environ 9,125 employés.
- On a autorisé dans 34 cas l'application de périodes de 13 semaines ou moins aux fins du calcul de la moyenne en vertu de l'article 5 du Règlement d'application, visant 1,947 employés.
- Le ministre a approuvé 42 permis autorisant le travail au-delà de la durée maximale du travail (article 9 du Code).
- On a fait état, en vertu de l'article 9(5), de 38 cas où 7,117 employés avaient travaillé au total 202,004 heures au-delà de la durée maximale prescrite de travail.
- On a fait état, en vertu de l'article 10, de 238 cas où, 6,787 employés avaient travaillé 156,072 heures d'urgence au-delà de la durée maximale du travail prescrite.
- Lorsque le taux minimum de salaire horaire a été modifié le 1<sup>er</sup> juillet 1970, on a révoqué cinq exemptions à l'égard des stagiaires, en vertu de l'article 10b) du Règlement d'application, et émis cinq nouvelles exemptions. Une demande d'exemption a été rejetée.
- On a accordé 2 autorisations de verser un salaire inférieur au salaire minimum à des employés handicapés et rejeté une demande, en vertu de l'article 13 du Code.



Le programme des normes d'emploi porte sur l'application des normes établies en vertu du Code canadien du travail (Normes), du Code canadien du travail (Sécurité), de la Loi sur les justes salaires et les heures de travail et des arrêtés ministériels qui s'y rapportent; sur l'application de la législation concernant la réparation des accidents du travail pour autant qu'il s'agisse des marins marchands et des fonctionnaires fédéraux; enfin, sur la tenue d'enquêtes relativement aux droits de la femme en matière d'emploi et sur l'avancement de ces droits. L'application du programme est répartie entre la Direction des normes du travail, la Direction de la prévention des accidents et de l'indemnisation et du Bureau de la main-d'oeuvre féminine.

## NORMES DU TRAVAIL

La Direction des normes du travail est chargée de l'application du Code canadien du travail (Normes), de la politique du gouvernement du Canada en matière de justes salaires et de la Loi sur les justes salaires et les heures de travail. La Direction comprend une administration centrale composée de deux divisions et de neuf bureaux régionaux situés à Saint-Jean (T.-N.), Halifax, Fredericton, Montréal, Ottawa, Toronto, Winnipeg, Edmonton et Vancouver. Une division de l'administration centrale, celle des Normes, s'occupe de l'application du Code canadien du travail (Normes), tandis que l'autre, la Division des contrats du gouvernement fédéral, est chargée de l'application de la politique en matière de justes salaires.

La Direction des normes du travail enquête sur toutes les plaintes et met en oeuvre un programme d'inspection planifiées en vue d'assurer l'application de la loi. Elle procède également à des enquêtes annuelles sur les salaires afin d'établir le taux de salaire qu'il convient de payer aux travailleurs affectés aux entreprises de construction du gouvernement fédéral.

## Code canadien du travail (Normes)

Le Code, qui est entré en vigueur le 1<sup>er</sup> juillet 1965, renferme des dispositions établissant les normes minimales en matière de durée du travail, de rémunération des suppléments, de salaires minimums, de congés annuels et de jours fériés légaux pour les travailleurs affectés à tout ouvrage, à toute entreprise ou à toute affaire qui relève de l'autorité législative du Parlement du Canada.

## Ajournements et suspensions

La Loi autorise le ministre du Travail, en vertu des articles 51(1) et 52, à différer ou suspendre pour une période limitée l'application de la Partie I (durée du travail) et l'article 11 de la Partie II (salaire minimum), s'il est démontré qu'une telle application immédiate des dispositions de la loi nuirait injustement aux intérêts des travailleurs ou causerait un grave préjudice à la marche des travaux, des entreprises ou des affaires relevant de l'autorité fédérale. Tous les ajournements ou suspensions ont pris fin. Aucun n'a été émis au cours de l'année écoulée.

En vertu de l'article 53, l'industrie ferroviaire a obtenu un ajournement de l'application de la Partie I, en attendant le rejet de sa demande ou la délivrance d'une ordonnance d'ajournement.

## Décrets de prolongation

Les décrets émis en vertu de l'article 51(1) ne doivent pas dépasser une durée de 18 mois à compter de la date de délivrance. Cependant, des décrets autorisant une plus longue période d'ajournement de suspension peuvent être émis par le gouverneur en conseil, en vertu de l'article (51)2, sur recommandation du ministre du Travail, s'il ressort d'un rapport ou d'une enquête tenue conformément aux dispositions de l'article 35 du Code qu'une plus longue période d'ajournement ou de suspension est nécessaire dans le meilleur intérêt des employés, ou que certaines dispositions de la Partie I modifieraient indûment toute méthode d'emploi particulière aux travaux.

Au cours de l'exercice écoulé, les six décrets de prolongation suivants étaient en vigueur:

1. Décret de prolongation de la durée du travail dans l'industrie du transport maritime de Terre-Neuve (C.P.1967-2260 et modifications C.P.1969-1024).
2. Décret prolongeant la durée du travail dans le transport des marchandises par véhicules automobiles (C.P.1968-581 et modifications C.P.1968-1433).



La Direction a organisé une conférence sur une petite échelle, la première du genre, à Beauharnois (Québec), le 11 juin 1970. Soixante-treize délégués de la région de Beauharnois-Métrocheville étaient présents à cette conférence pilote sur les communications. Il y avait à l'ordre du jour des allocutions prononcées par des représentants du salariat, du patronat et du gouvernement, dans lesquelles ils ont exprimé leurs idées sur la consultation ouvrière-patronale, ainsi qu'une période de questions générales.

La troisième conférence, à Halifax (N.-E.), le 19 octobre, groupait 178 délégués. La majorité étaient membres actifs des 102 comités de consultation mutuelle de la Nouvelle-Ecosse. Une réunion simulée d'un comité ouvrier-patronal, destinée à prouver que la consultation mutuelle ne peut remplacer la procédure de règlement des griefs et n'est pas quelque chose qui "rend les travailleurs heureux", s'est révélée l'article de l'ordre du jour le mieux goûté par les délégués. Les petits ateliers qui ont fait suite à cette présentation ont donné lieu à plusieurs propositions intéressantes sur les moyens de rendre la consultation mutuelle plus efficace. A l'appui du travail de ses représentants, la Direction publie chaque année un *Livre de commande de la documentation pour le comité ouvrier-patronal* qui comprend toute une gamme d'affiches, de questions à discuter et d'autres documents destinés à aider les comités ouvriers-patronaux dans leur travail. Sur demande, les agents itinérants organisent également des réunions spéciales où ils ont recours à des moyens audio-visuels.

Des articles d'information sur les divers genres de comités de consultation mutuelle, les problèmes qu'ils ont surmontés et les impératifs qui se posent à eux paraissent régulièrement dans le journal de la Direction, intitulé "*Travail d'équipe dans l'industrie*". Cette publication paraît dix fois l'an et est distribuée gratuitement à ceux qui s'intéressent à la consultation mutuelle. Son tirage est de 36,000 exemplaires de langue anglaise et de 13,500 exemplaires de langue française par numéro. La Direction a publié deux nouveaux ouvrages au cours de l'année.

La première publication intitulée "*Le sens de la consultation mutuelle*", est une brochure bilingue composée de questions et de réponses expliquant le principe fondamental de la consultation ouvrière-patronale.

La seconde, intitulée "*Cas concrets; les comités de consultation ouvrière-patronale*", analyse les cas dans lesquels le syndicat et l'employeur en sont venus à une juste solution de leurs problèmes, grâce à la consultation mutuelle. La brochure est disponible en français et en anglais.

On a insisté davantage sur la consultation mutuelle à intervalles réguliers comme partie intégrante du système de la négociation collective. Chaque jour ouvrable de l'année, plus de 100 réunions de comités ouvriers-patronaux inscrits auprès de la Direction ont lieu. Les agents des relations du travail de la Direction se sont rendus compte que la consultation mutuelle aide les deux parties à mieux se comprendre, diminue le nombre de griefs officiels et accélère le règlement des conventions collectives. Dans le dernier cas, c'est particulièrement vrai lorsque les comités acceptent intégralement le programme de la Direction qui favorise la discussion de questions contractuelles avant les négociations officielles.

Au 31 mars 1971, 782,919 travailleurs bénéficiaient de la consultation mutuelle. De ce nombre, 148,623, représentés par 460 comités ouvriers-patronaux, faisaient partie d'entreprises relevant de l'autorité fédérale et 634,296, représentés par 2,276 comités, faisaient partie d'établissements relevant de la compétence provinciale. La Direction a tenu plus de 10,000 réunions avec des représentants du patronat, du salariat et des gouvernements fédéral, provinciaux et municipaux, afin d'aider les comités existants ou de favoriser le concept de la consultation mutuelle. Les agents de la Direction ont rencontré 1,957 organisations particulières relevant de l'autorité fédérale et 4,706 entreprises relevant de l'autorité provinciale. Au cours de l'année, ils ont effectué 3,221 visites de service, et 39 comités ont atteint les normes établies par la Direction. D'autres comités ont amélioré leur efficacité grâce à des propositions des agents des relations du travail.

Un autre aspect du programme de la Direction de la consultation ouvrière-patronale est l'organisation de conférences ouvrières-patronales au palier régional. Grâce à ces conférences, le principe de la consultation mutuelle est mis en pratique à un palier qui exige la participation des gouvernements fédéral, provinciaux et municipaux, ainsi que des dirigeants syndicaux et patronaux de la collectivité même. Trois conférences ont eu lieu au cours de l'année 1970-1971.

La première conférence, à Charlottetown (I.-du-P.-E.), le 2 avril 1970, avait pour thème "La productivité, les relations du travail et l'économie". La plupart des 232 délégués présents étaient des représentants ouvriers et patronaux de l'Île-du-Prince-Édouard.

de la part de la Direction, mais d'autres en étaient toujours au stade préliminaire.

Il s'agissait, en général, d'aider un groupe minoritaire à documenter sa position économique et sociale dans la collectivité et de l'inciter à se joindre aux autorités locales, aux employeurs locaux ainsi qu'à d'autres groupes afin de former des comités d'action locale capables de travailler efficacement en vue du juste emploi et des droits de l'homme.

La Direction a aussi étroitement collaboré avec plusieurs entreprises comptant parmi les employeurs les plus importants du Canada. Elles ont demandé de l'aide dans la mise au point de programmes d'action positive dans des domaines où elles ont pris conscience des problèmes des groupes minoritaires.

La Direction a continué à entretenir d'étroites relations de travail avec les organismes fédéraux compétents, les organismes provinciaux des droits de l'homme ainsi qu'avec les centrales syndicales, les fédérations syndicales provinciales et certains des principaux syndicats, dans le but d'élaborer, au moyen d'efforts de coopération, des programmes d'action positive en vue de stimuler l'égalité d'occasions d'emplois.

Pour qu'une action positive soit efficace, il faut qu'elle soit appliquée à tous les paliers de l'entreprise; les contremaîtres et les surveillants, comme les cadres, doivent reconnaître et comprendre l'attitude et les craintes des minorités défavorisées et les problèmes auxquels leurs membres font face quand ils comment à travailler. La Direction a donc poursuivi ses efforts, entrepris l'année dernière, pour sensibiliser le personnel de surveillance et les cadres supérieurs. En collaboration avec une grande entreprise, on a tenté, à l'aide de moyens audio-visuels, des expériences avec les travailleurs de l'entreprise et la population locale. On a fait des recherches en vue de la rédaction de scénarios de films à ce sujet.

Quant à l'application de la Loi, la Direction s'est occupée de 165 plaintes au cours de l'année, y compris 26 provenant de l'exercice précédent. En outre, elle a reçu un grand nombre de demandes d'aide et de renseignements sur les droits de l'homme.

Des 165 plaintes qu'elle a traitées au cours de l'année, 120 étaient du ressort fédéral.

On ne peut juger du succès ou de l'échec en se fondant uniquement sur l'aspect présenté par le plaignant, car une enquête a pour but d'établir les faits et de traiter avec le plaignant et le répondant de la façon qui convient le mieux à l'esprit et à l'intention de la Loi.

On a toutefois obtenu des résultats importants dans 40 des cas étudiés — par exemple: on a offert au plaignant des cours de formation, un travail ou une promotion, ou on l'a inscrit en tête de la liste d'admission à un emploi ou à une promotion; amélioration des

politiques d'embauchage de l'employeur à l'égard des minorités; l'employeur et le syndicat ont entrepris une action positive pour contrebalancer toute forme de discrimination, y compris l'engagement pris par l'employeur ou le syndicat de faire suivre des cours aux surveillants et au personnel en vue de les sensibiliser; l'établissement d'un dialogue sérieux et de rapports permanents entre les minorités et les employeurs, les minorités et les syndicats, les minorités et leurs collectivités.

Des 80 autres cas, 18 étaient toujours en cours d'enquête à la fin de l'année et 62 s'étaient terminées pour diverses raisons, y compris le retrait des plaintes.

On estime que l'enquête approfondie de chaque cas profite à la fois au plaignant et au répondant, non seulement lorsqu'il y a preuve de discrimination, mais aussi dans les cas où la plainte n'a pas été étayée. Dans un bon nombre de ces derniers cas, l'enquête a aidé les répondants à faire la lumière sur certains problèmes éventuels risquant d'aboutir à des pratiques discriminatoires. Ces enquêtes ont fait prendre conscience aux cadres supérieurs du besoin accru de comprendre les problèmes des minorités et de surveiller plus étroitement les secteurs où le personnel subalterne pourrait user de discrimination en faisant jouer leurs préjugés personnels.

On a continué à distribuer sur une vaste échelle les brochures sur les dispositions de la Loi sur les justes méthodes d'emploi et sur divers aspects des droits de l'homme. Les brochures ont été distribuées à des immigrants éventuels par les bureaux d'immigration, situés à l'étranger et on a pu s'en procurer aux Centres de Main-d'œuvre du Canada.

Les réseaux de télévision et les stations privées de radio diffusion dans tous les principaux centres urbains ont participé à la promotion de l'action positive au moyen de messages-éclairés d'une durée de 10 à 60 secondes, commandités par la Direction.

Le personnel est passé de 10 à 14 personnes au cours de l'année.

## CONSULTATION OUVRIÈRE-PATRONALE

Un des principaux objectifs du ministère du Travail est de favoriser de saines relations du travail. La Direction de la consultation ouvrière-patronale a apporté une collaboration précieuse à cet objectif au cours de l'année 1970-1971, en établissant un dialogue utile entre le salariat et le patronat dans les industries primaires et secondaires et dans les services.

Les vingt et un agents des relations du travail de la Direction ont particulièrement prêté leur concours aux établissements qui relèvent de l'autorité fédérale. Ils ont organisé trente-sept colloques d'éducation et de formation, en collaboration avec divers syndicats et em-



lorsqu'une convention collective ne contient pas de disposition pour le règlement définitif de différends concernant le sens ou la violation de la convention, on peut demander au Conseil de prescrire une disposition à cette fin. Aucune demande de ce genre n'a été reçue au cours de l'année.

Depuis l'entrée en vigueur de la Loi, 18 demandes de ce genre ont été reçues; 8 ont été agréées, 3 ont été rejetées et 7 ont été réglées sans qu'il soit nécessaire de recourir à une ordonnance du Conseil.

## JUSTES MÉTHODES D'EMPLOI

Aux cours de l'année, l'activité s'est accrue dans les deux principaux secteurs de la Direction, l'application de la Loi canadienne sur les justes méthodes d'emploi, y compris les enquêtes sur les plaintes, et l'encouragement à l'action positive.

L'application de la Loi reste la responsabilité fondamentale de la Direction, mais l'action positive a pris de l'importance comme moyen reconnu et efficace de faire échec à la discrimination qui interdit toujours aux minorités l'égalité d'occasions d'emplois.

L'action positive de la part d'un employeur ou d'un syndicat va au-delà d'une simple déclaration de non-discrimination dans l'emploi. C'est plutôt l'engagement de faire des efforts pour encourager la formation, le recrutement et l'orientation professionnelle de minorités désavantagées depuis toujours; comme telle, elle constitue un vaste déploiement d'efforts en faveur des droits de l'homme et de l'égalité d'occasions d'emplois.

On a utilisé diverses techniques et méthodes afin de généraliser l'action positive au palier national. Toutefois, dans la plupart des cas, la Direction a répondu aux demandes d'aide d'organismes provinciaux ou locaux, par exemple, une organisation provinciale des droits de l'homme ou de groupes minoritaires, une commission des droits de l'homme ou une organisation de travail-leurs.

La méthode d'approche générale, fondée sur des contacts étroits et permanents avec les groupes minoritaires, a reçu un accueil favorable principalement parce qu'elle satisfaisait à leur besoin de se diriger et de se définir eux-mêmes.

A la fin de l'année, la Direction aidait à poser les jalons de nouveaux programmes d'action positive dans plusieurs localités des Maritimes, de l'Ontario et de la Colombie-Britannique. Certains ont amené l'industrie à mettre au point des programmes spéciaux de recrutement et de formation à l'intention de gens défavorisés depuis toujours, particulièrement les Indiens et les Noirs. Certains de ces programmes étaient suffisamment bien organisés pour ne nécessiter qu'une aide minime

l'article 43 de la Loi sur les relations industrielles et sur conséquent, aucune plainte n'a été soumise au Conseil. Depuis l'entrée en vigueur de la Loi jusqu'au 31 mars 1971, le ministre a soumis au Conseil huit plaintes de défaut de négocier collectivement. Dans trois cas, le Conseil a émis des ordonnances enjoignant aux répondants de négocier collectivement avec les plaignants et, dans un cas, a subseqüemment révoqué l'ordonnance. Il a rejeté quatre plaintes parce que l'article 43 de la Loi ne s'appliquait pas aux questions en litige et a autorisé le retrait d'une plainte de cette nature.

*Demandes de révocation d'accréditation* — Selon l'article 11 de la Loi, lorsque, de l'avis du Conseil, un agent négociateur ne représente plus la majorité des employés du groupe pour lequel il a été accrédité, le Conseil peut révoquer l'accréditation.

Au cours de l'année, six demandes de révocation d'accréditation ont été reçues. De ces six demandes, cinq ont été agréées et une rejetée. Le Conseil a ordonné la tenue de deux scrutins de représentation dans ces cas.

Depuis l'entrée en vigueur de la Loi, le Conseil a reçu 102 demandes de révocation et a procédé à un travail de révision et de reconsidération qui a abouti à une révocation, dans trois autres cas, soit un total de 105. Des 102 demandes de révocation reçues au cours de la période, 66 ont été agréées; dans un cas, une déclaration a été émise précisant que l'accréditation antérieure par le Conseil était sans effet; 28 ont été rejetées, 6 retirées et une s'est périmée. Trois ordonnances de désaccréditation ont été rendues au cours de travaux de révision et de reconsidération entrepris par le Conseil.

*Demandes de révision* — L'article 61 (2) de la Loi porte qu'une décision ou une ordonnance de Conseil est définitive et péremptoire et n'est pas susceptible de contestation ni de révision, mais le Conseil peut, s'il le juge à propos, reconsidérer toute décision ou ordonnance qu'il a rendue en vertu de la Loi et peut modifier ou révoquer toute décision ou ordonnance qu'il a rendue en vertu de la Loi.

Dix-huit demandes de révision ont été reçues au cours de l'année et 2 étaient à l'étude à la fin de l'année précédente. De ces 20 demandes, 14 ont été agréées, 3 ont été rejetées, 2 ont été retirées et une était à l'étude à la fin de l'année.

Depuis l'entrée en vigueur de la Loi, le Conseil a reçu 147 demandes de révision; il en a agréé 69 entièrement ou partiellement, et en a rejeté 70; 6 ont été retirées, une est périmée et une était encore à l'étude au 31 mars 1971.

*Demandes de disposition pour le règlement définitif de différends concernant l'interprétation ou la violation de conventions collectives* — L'article 19 de la Loi porte que,



Le Conseil canadien des relations ouvrières a siégé 41 jours au cours de l'année. Il a tenu 40 séances au cours desquelles il a entendu les témoignages oraux présentés par des représentants d'employeurs, de syndicats ou- vriers et de diverses autres parties en cause dans 43 cas. Un bon nombre des cas soumis au Conseil sont réglés sans qu'il soit nécessaire de tenir d'auditions. D'autre part, certaines demandes particulières exigent des

## LE CONSEIL CANADIEN DES RELATIONS OUVRIÈRES

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## REPRÉSENTATION DES TRAVAILLEURS

La Direction de la représentation des travailleurs fournit le personnel requis aux fins de l'application des dispositions de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail qui ont trait aux pouvoirs et aux responsabilités du Conseil canadien des relations ouvrières. Le Conseil est chargé d'assurer le règlement ordonné des conflits de représen- tation en se prononçant sur les demandes d'accrédita- tion ou de désaccréditation de syndicats ouvriers en tant qu'agents négociateurs; il est en outre chargé de prescrire, sur demande, la procédure à suivre en matière de griefs et d'arbitrage et de s'occuper, à la demande du ministre du Travail, des plaintes portant qu'une partie aux négociations collectives a négligé de faire tous les efforts raisonnablement possibles pour conclure une convention collective. Les cadres et les membres du personnel de la Direction de la représentation des travailleurs agissent en qualité d'agents et de membres du personnel du Conseil.

Depuis l'entrée en vigueur de la Loi jusqu'à la fin de l'année, 146 plaintes ont été formulées en vertu de l'article 44. Vingt-deux cas ont été réglés, un par une commission d'enquête industrielle et 21 par des conciliateurs. Trente-six cas n'ont pas été réglés ou ont été rejetés faute de preuve; 38 ont été retirés, dont 8 à la suite de l'institution d'une commission d'enquête indus- trielle; 21 ont été abandonnés; 24 ont donné lieu à l'autorisation ou au refus d'autorisation de poursuivre et 5 sont encore à l'étude.

Arbitrage — Au cours de l'année, le ministre a reçu des parties à des conventions collectives, 27 demandes de désignation d'un arbitre pour connaître de différends ayant surgi entre les parties concernant l'interprétation ou la violation de la convention collective. Le ministre a nommé un arbitre dans 26 cas (y compris 5 reportés de l'année précédente). Dans les autres cas, les demandes ont été retirées, abandonnées, ou les parties ont pris d'autres dispositions. La désignation d'un arbitre par le ministre n'est pas prévue par la Loi et constitue un service rendu en vertu de l'article 19 de la Loi.

## Autres activités Plaintes de défaut de négocier — Au cours de l'année,

diverses.

Des 513 demandes rejetées au cours de cette période, 283 l'ont été parce que le demandeur n'a pas prouvé qu'il représentait la majorité des personnes en cause, 116 parce qu'elles s'appliquaient à des groupes non appropriés, 43 parce qu'elles se rapportaient à des travailleurs et à des employeurs occupés à un travail, une affaire ou une entreprise ne relevant pas de l'autori- té du Conseil, 4 parce qu'elles avaient été présentées avant l'expiration de six mois à compter de la date du rejet d'une demande précédente à l'égard du même groupe, 13 parce qu'elles avaient été adressées avant l'expiration de dix mois dans la période d'application d'une convention et 54 ont été rejetées pour des raisons diverses.

Depuis l'entrée en vigueur de la Loi jusqu'au 31 mars 1971, le Conseil a reçu 2,442 demandes d'accréditation touchant directement quelque 288,100 travailleurs. En tout, 1,419 demandes ont été agréées, 513 rejetées, 476 retirées, 8 se sont périmées ou ont été renvoyées sine die et 26 étaient à l'étude à la fin de l'année. Au cours de cette période, le Conseil a ordonné la tenue de 406 scrutins de représentation dans le cas de demandes d'accréditation et la tenue de 25 scrutins dans le cas de demandes de révocations d'accréditation.

Les 31 demandes d'accréditation qui ont été rejetées l'ont été, dans 16 cas, parce que le demandeur n'avait pas réussi à prouver qu'il représentait la majorité des personnes en cause; 7 ont été rejetées parce qu'elles visaient des groupes non appropriés; deux autres, parce qu'elles avaient trait à des travailleurs et des employeurs occupés à un travail, une affaire ou une entreprise qui n'entrait pas dans le champ d'application de la Loi; une avait été adressée avant l'expiration de dix mois dans la période d'application d'une convention et cinq ont été rejetées pour des raisons diverses.

Accréditation — Les 119 demandes d'accréditation d'agents négociateurs reçues par le Conseil au cours de l'année touchaient quelque 4,500 travailleurs. En outre, 32 demandes d'accréditation étaient à l'étude à la fin de l'année précédente. De ces 151 demandes, qui tou- chaient directement quelque 5,500 travailleurs, 72 ont été agréées, 31 rejetées et 22 retirées. À la fin de l'année, les 26 autres demandes étaient encore à l'étude. Au cours de l'année, le Conseil a ordonné la tenue de 23 scrutins de représentation dans le cas de demandes d'accréditation.

Auditions qui durent plusieurs jours. Au cours de l'année financière, le Conseil a consacré 16 jours à l'audition des témoignages et des thèses dans le cas de six demandes.

aucune plainte n'a été adressée au ministre en vertu de

**Mesures de conciliation en vertu de la Loi sur les relations industrielles et sur les enquêtes visant les différends  
du travail à compter de l'année financière commençant le 1<sup>er</sup> avril 1949 jusqu'à l'année  
se terminant le 31 mars 1971, selon les résultats obtenus**

	(1)*	(2)	(3)	(4)	(5)*	(6)	(7)	(8)	(9)	(10)	(11)
Année financière se terminant le 31 mars	Nombre de cas soumis aux conciliateurs	Cas dont les conciliateurs se sont occupés	Cas réglés par les conciliateurs	%	Différends dont les commissions se sont occupées	Différends réglés par les commissions	Cas réglés par des commissions et par voie subséquente à conciliation sans arrêt de travail	%	Total de cas réglés par des conciliateurs, commissions de conciliation et par voie subséquente à conciliation de médiation sans arrêt de travail	Grèves légales	Pourcentage total de cas réglés sans arrêt de travail
1950	34	28	15	54	18	12	11	92	26	1	96
1951	44	38	19	50	21	12	9	75	28	3	90
1952	46	37	18	49	35	20	19	95	37	1	97
1953	63	55	32	58	37	25	24	96	56	1	98
1954	66	55	37	67	30	25	23	92	60	2	97
1955	80	74	48	65	30	12	10	83	58	2	97
1956	53	49	31	63	38	23	17	74	48	6	89
1957	60	51	32	63	40	31	25	81	57	6	90
1958	117	88	53	60	44	23	22	96	75	1	99
1959	108	88	63	72	44	30	24	80	87	6	94
1960	106	91	72	79	36	28	27	96	99	1	99
1961	82	70	52	74	27	15	13	87	65	2	97
1962	90	76	51	67	40	25	21	84	72	4	95
1963	79	68	51	75	32	23	18	78	69	5	93
1964	81	59	46	78	23	15	13	87	59	2	97
1965	115	86	65	76	32	21	17	81	82	4	95
1966	134	104	68	65	46	31	25	81	93	6	94
1967	128	100	72	72	47	40	29	73	101	11 <sup>1</sup>	90
1968	142	114	80	70	36	24	19	79	99	5	95
1969	165	137	108	79	40	32	24	75	132	9	94
1970	155	123	78	63	42	23	15	65	93	15 <sup>2</sup>	86
1971	164	130	91	70	58	44	35	80	126	7	95

\* Les colonnes 1 et 5 comprennent des conflits reportés de l'année précédente et des cas en suspens.

<sup>1</sup> Y compris la grève nationale des cheminots qui résulterait de 5 conflits distincts soumis à 5 commissions de conciliation mais qui n'ont provoqué qu'une seule grève mettant en cause tous les syndicats concernés.

<sup>2</sup> Comprend trois conflits distincts du camionnage mettant un seul employeur en cause, ainsi que trois conflits distincts touchant un seul employeur du domaine des communications; toutefois une seule grève a éclaté dans chaque cas.

Travail de conciliation dans le cadre de la Loi sur les relations industrielles et sur les enquêtes

L'entrée en vigueur\* de la Loi, selon les résultats obtenus

Depuis le début jusqu'au 31 mars 1971	Nombre de travailleurs directement touchés	Nombre de travailleurs directement touchés	différents	Différents dont s'occupaient les concliateurs au début de la période . . . . .	132	5,613	17,852	1,775	1,099,869	164	23,465	1,775	1,099,869	Total	Différents réglés par les concliateurs . . . . .	91	10,470	1,159	396,590	696,374	2,930	3,975	164	23,465	1,775	1,099,869	Total	Différents dont s'occupaient des commissions de conciliation au début de la période . . . . .	19	3,690	—	—	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de 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.	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35	5	4	—	14	58	18,285	549	1,527,811	Total	Différents réglés par les commissions de conciliation . . . . .	35
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saisies de 14 différends.

## PROGRAMME DE SPÉCIALISTES DU TRAVAIL

Dans le cadre du programme, les spécialistes du travail ont recours à des techniques de médiation préventive et d'intervention tôt; ils agissent en qualité de conciliateurs dans des différends particuliers et en qualité de médiateurs dans les négociations subséquentes à la conciliation. Les spécialistes du travail doivent occuper des divers aspects techniques de problèmes ouvriers-patronaux, aussi reçoivent-ils, dans l'exercice de leurs fonctions, l'appui d'autres directions du ministère, par exemple celles de l'économique et des recherches, de la consultation ouvrière-patronale, de la pré-

## AUTRES MESURES

*Demandes d'autorisation de poursuivre* — Au cours de l'année, le ministre a reçu 23 demandes d'autorisation de poursuivre en vertu de l'article 46 de la Loi. Huit de ces demandes, y compris une demande reportée de l'année précédente, ont été agréées; 13, dont 10 reportées de l'année précédente, ont été retirées; 8 ont été abandonnées, et 5 sont encore à l'étude.

*Depuis l'entrée en vigueur de la Loi, le ministre a reçu 495 demandes d'autorisation de poursuivre. De ce nombre, 158 ont été agréées, 39 rejetées, 12 cas ont été réglés, 245 demandes ont été retirées, 36 abandonnées, et 5 sont encore à l'étude.*

*Plaintes d'infraction à la loi* — Le ministre a reçu 12 plaintes d'infraction alléguée aux dispositions de la Loi, au cours de l'année; l'article 44 autorise toute personne qui se prétend lésée en raison d'une telle infraction à porter plainte. Une de ces plaintes a donné lieu à l'autorisation de poursuivre, une autre a été rejetée faute de preuve (reportée de l'année précédente), 7 ont été retirées (y compris une reportée de l'année précédente), et 5 sont encore à l'étude.

vention des accidents et de l'indemnisation et des normes du travail.

De plus, on a recours à la médiation préventive, par exemple, durant la période d'application de la convention collective où les négociations sont closes, ce qui permet aux spécialistes du travail d'aider les parties à résoudre certaines questions et certains problèmes, d'où beaucoup moins de questions à traiter quand vient le temps de négocier la prochaine convention et moins de contestation. La médiation tôt s'est révélée fructueuse dans les différends portant sur le renouvellement des conventions. Les parties ont demandé les services de médiation d'un spécialiste du travail durant la période où les négociations en vue du renouvellement de la convention peuvent être entamées. Cette initiative a donné des résultats satisfaisants comme en font foi les ententes intervenues avant la date d'expiration des conventions.

Dans d'autres cas, les spécialistes du travail ont été nommés à titre de conciliateurs en vertu de la Loi et ont réussi à rapprocher les parties sans qu'il soit nécessaire de soumettre les différends à des commissions de conciliation. Les services de médiation des spécialistes du travail ont également profité aux parties après la présentation des rapports des commissions de conciliation. Dans d'autres cas, ils sont parvenus à mettre fin à des grèves.

Depuis l'inauguration du programme, le 31 mars 1971, 66 cas dans les diverses catégories susmentionnées ont été confiés aux spécialistes du travail qui ont vu leurs efforts couronnés de succès dans 80 p. 100 des cas.

Des différends touchant la Fraternité des mécaniciens de locomotives et le Canadien National et le Canadien Pacifique ont bénéficié des services du spécialiste du travail dans le domaine des chemins de fer. La convention collective conclue entre le syndicat et le Canadien

Le différend touchant les chemins de fer et les 55,000 membres de syndicats de personnel sédentaire a également fait l'objet de médiation où, les mêmes médiateurs ayant assuré leurs services aux parties dès le début de janvier 1971. La convention collective avait pris fin le 31 décembre 1970. Après plusieurs semaines de séances de médiation continue, les médiateurs ont fait rapport qu'une entente était intervenue au moment où prenait fin l'année financière. L'accord sur les salaires est semblable à celui que renferme la convention visant les ouvriers de métiers d'atelier dont il a été question précédemment.

*Chemins de fer* — Ayant appliqué la technique de la médiation où, à la demande des parties, un conciliateur de grade supérieur et un spécialiste du travail dans le domaine des chemins de fer ont aidé le groupe de 22,000 travailleurs des syndicats de métiers d'atelier, le Canadien National et le Canadien Pacifique, dans leurs négociations. La convention collective en cours devait prendre fin le 31 décembre 1970. Les médiateurs ont commencé leurs séances de médiation à Montréal, au début de novembre. Après plusieurs jours de discussion serrée, les médiateurs sont parvenus à rapprocher les parties et une entente est intervenue le 18 décembre, soit environ dix jours avant que l'ancienne convention ne prenne fin. Toutefois, à cause de problèmes syndicaux internes, la convention n'avait pas été ratifiée à la fin de l'année. La nouvelle convention, valable pour deux ans, entrera en vigueur le 1<sup>er</sup> janvier 1971 et prévoyait des augmentations de salaire de 8 p. 100 la première année et de 7 p. 100 la deuxième année.

ment constituée le 28 octobre par la nomination de M. R.A. Gallagher, c.r., de Winnipeg, à titre de président. Le rapport de la commission, que le ministre a reçu le 15 janvier 1971, a été communiqué aux parties. La commission n'a fait aucune recommandation parce que, à son avis, la question en litige était le désir du syndicat de négocier une convention collective en tout point nouvelle, ce qui rendait inutile toute recommandation. La société, d'autre part, estimait que l'ancienne convention, qui avait pris fin le 30 septembre 1970, pouvait servir d'assise à des négociations. Une grève, en faveur de laquelle les adhérents du syndicat s'étaient prononcés par voie de scrutin, a éclaté le 27 janvier. Le ministre a nommé, à titre de médiateur, un conciliateur de ministère. Toutefois, malgré les séances de médiation qui ont été tenues à Flin Flon le 22 mars et ont duré cinq jours, les parties n'ont pu tomber d'accord et les travailleurs étaient toujours en grève à la fin de l'année.

A la fin de l'année, le spécialiste du travail dans le domaine ferroviaire servait de médiateur dans les différends opposant les Travailleurs unis des transports et le Canadien Pacifique et le Canadien National. *Travaux de remorquage maritime* — Le conciliateur chargé de régler un différend opposant la Guilde de la marine marchande du Canada à la B.C. Towboat Owners' Association a fait savoir qu'il était incapable de rapprocher les parties et le différend a été soumis à une commission de conciliation. Quelque 1,200 maîtres et officiers étaient en cause. Le 21 novembre 1969, le ministre nommait M. R.A. Gallagher, c.r., de Winnipeg, président de la commission de conciliation. Le rapport de la commission a été reçu le 26 mars. La Guilde a rejeté le rapport et les adhérents du syndicat se sont prononcés en faveur d'une grève. Le 2 mai, les parties se sont réunies aux fins de poursuivre les négociations et un conciliateur de grade supérieur et un spécialiste du travail ont servi de médiateurs. La médiation s'est poursuivie jusqu'au lendemain alors que la Guilde a déclenché une grève et les négociations ont pris fin. Les médiateurs se sont retirés temporairement du différend. Tard en mai, les médiateurs ont ramené les parties à la table de négociation. À la suite de séances quotidiennes de médiation intensive, ils ont présenté la proposition globale aux parties. La proposition a été acceptée et la grève a pris fin le 13 juin avec la ratification de l'entente. La période d'application de la nouvelle convention était de trois ans, à compter du 1<sup>er</sup>

Pacifique avait pris fin le 15 mars 1970 et la convention entre le syndicat et le Canadien National avait pris fin le 30 avril 1970. Après plusieurs séances avec le syndicat et les deux sociétés ferroviaires, le spécialiste du travail a fait rapport que les négociations étaient rompues. Le syndicat a demandé la nomination de deux commissions de conciliation et les deux commissions ont été entièrement constituées par la nomination d'un président, M. R.A. Gallagher, c.r., de Winnipeg, que le ministre a désigné le 30 septembre. À la suite des auditions des commissions, qui ont pris fin tard en février 1971, le ministre a reçu les rapports des commissions le 15 mars et les a communiqués aux parties. Les parties ont poursuivi les négociations. Le syndicat a fixé une date de déclaration de la grève, soit le lundi 5 avril. Toutefois, grâce à la médiation intensive du ministre et du sous-ministre adjoint aux relations du travail, une convention était conclue comme l'année prenait fin. L'accord prévoyait des augmentations de salaire comprises, de 8 p. 100, 8 p. 100 et 7 p. 100, réparties sur la période d'application de conventions de trois ans en vigueur à compter du 16 mars 1970, dans le cas du Canadien Pacifique, et du 1<sup>er</sup> mai 1970, dans le cas du Canadien National. Quelque 4,400 mécaniciens de locomotive étaient en cause.



février, a été communiqué aux parties. Les parties ont repris les négociations et ont ensuite demandé les services de médiateurs. Le 26 février, le ministre a nommé le spécialiste du travail et un conciliateur de ministère à titre de médiateurs. À la suite de séances prolongées de médiation, tenues sous la direction du ministre, une entente est intervenue et a été ratifiée le 26 mars. La nouvelle convention, valable pour une période de trois ans à compter du 1<sup>er</sup> avril 1970, prévoyait une augmentation de salaire globale de 19,7 p. 100, en moyenne, répartie sur la période d'application de la convention.

Àu début de l'année, un conciliateur était nommé pour connaître d'un différend opposant la Société Radio-Canada à la Guilde des services de presse du Canada. Les parties n'ayant pu s'entendre à ce stade, toutefois, le ministre a institué une commission de conciliation qu'il a entièrement constituée à la fin de juillet par la nomination de M. Thomas C. O'Connor, de Toronto, à titre de président. Avec le consentement des parties, les séances de la commission ont commencé en novembre et se sont poursuivies jusqu'à la mi-février. Le rapport de la commission, que le ministre a reçu le 16 mars, a été communiqué aux parties. La reprise des négociations entre les parties s'étant révélée infructueuse, le ministre a nommé un spécialiste du travail et un conciliateur à titre de médiateurs, le 26 mars. Une entente, sujette à ratification, est intervenue à la suite de séances de médiation intensive tenues sous la direction du ministre. Quelque 190 employés du service des nouvelles étaient en cause. Les modalités de la convention n'avaient pas été publiées à la fin d'année.

Les services d'un conciliateur nommé pour connaître d'un différend touchant quelque 90 employés du service des nouvelles de la Société Radio-Canada à Montréal ont abouti à un échec. Le convention collective en cours prenait fin le 31 mai 1970. Le syndicat en cause était le Syndicat général des employés du cinéma et de la télévision (CSN). Une commission de conciliation a été établie, puis entièrement constituée le 10 novembre quand le ministre a nommé le professeur Raymond Lachapelle, de l'Université de Montréal, à titre de président. La commission a terminé ses séances comme l'année prenait fin mais le ministre n'en avait pas reçu le rapport.

*Silos* — Le conciliateur nommé pour rapprocher les parties dans un différend qui touchait les éleveurs à grain de la Côte Ouest ayant essayé un échec, le ministre a institué une commission de conciliation pour connaître de cette affaire. Les parties touchées étaient la *United Grain Growers Limited*, la *Pacific Elevators Limited*, le Syndicat du blé de l'Alberta, le Syndicat du blé de la Saskatchewan, la *Burrard Terminals Limited* et le Syndicat des manutentionnaires de grain, section 333

et le Syndicat international d'Amérique des travailleurs unités de brasserie, de la farine, des céréales, des eaux gazeuses et de distillerie. Le convention collective avait pris fin le 30 novembre 1969. Quelque 500 manutentionnaires de grain étaient en cause. La commission de conciliation a été entièrement constituée le 22 avril 1970 lorsque le ministre a nommé M. T.C. O'Connor, de Toronto, à titre de président. La commission a réglé le différend et les adhérents du syndicat ont ratifié la convention à la fin de juin. La nouvelle convention, dont la période d'application était de deux ans à compter du 1<sup>er</sup> décembre 1969, prévoyait des augmentations de salaire de 35c. l'heure chaque année.

Dans un différend touchant un certain nombre de sociétés représentées par la *Lakehead Terminal Elevators Association* et la Fraternité des commis de chemins de fer, de lignes aériennes et de lignes à vapeur, les parties ont consenti à ce qu'un spécialiste du travail siège à la table des négociations à titre d'observateur. La convention collective, qui visait 1,200 manutentionnaires de grain, avait pris fin le 1<sup>er</sup> décembre 1970. Aucune entente n'étant intervenue entre les parties, le ministre a institué une commission de conciliation qui a été entièrement constituée le 9 février 1971 par la nomination de M. T.C. O'Connor, de Toronto, à titre de président. Les séances de la commission ont commencé au début de mars et se sont terminées vers le 26 mars, alors que la commission a fait savoir qu'une entente était intervenue, laquelle a été ratifiée par la suite. La nouvelle convention est valable pour une période de deux ans à compter du 1<sup>er</sup> janvier 1971 et prévoit une augmentation de salaire de 35c. l'heure chaque année.

*Navigation sur les grands lacs* — Le 17 décembre 1970, le ministre a nommé un conciliateur pour connaître d'un différend opposant l'Association des transporteurs des Lacs du Canada au Syndicat international des marins canadiens. La convention collective avait pris fin le 21 septembre et visait quelque 3,000 membres du personnel non breveté. À la suite de séances de conciliation intensive, le conciliateur faisait rapport le 13 janvier qu'une entente était intervenue, laquelle a été par la suite ratifiée par les adhérents du syndicat. La nouvelle convention, qui est entrée en vigueur le 12 janvier 1971, est valable pour trois ans. L'augmentation de salaire globale de 49c. l'heure est répartie sur la période d'application de la convention.

*Mines* — Un conciliateur a été nommé le 12 août 1970 pour connaître d'un différend opposant la *Hudson Bay Mining and Smelting Company Limited*, Flin Flon (Manitoba) à l'Association des syndicats ouvriers de Flin Flon. Quelque 550 ouvriers de métier étaient en cause. Le conciliateur ayant fait savoir qu'il était incapable de rapprocher les parties, le ministre a institué une commission de conciliation qu'il a entière-



En vertu de son programme des relations du travail, le ministère doit assurer les services de conciliation et de médiation prévus dans la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail, doter en personnel de soutien le Conseil canadien des relations ouvrières, organisme indépendant, encourager l'adoption de meilleures méthodes de conciliation ouvrière-patronale, élaborer, en vertu de la Loi sur les justes méthodes d'emploi, un programme visant à supprimer la discrimination inadmissible en matière d'emploi et créer un plus grand nombre d'occasions d'emploi pour les membres des groupes minoritaires qui, de tout temps, ont été désavantagés. L'application du programme est répartie entre la Direction de la conciliation et de l'arbitrage, la Direction de la représentation des travailleurs, la Direction de la consultation ouvrière-patronale et la Direction des justes méthodes d'emploi.

## CONCILIATION ET ARBITRAGE

### Services de conciliation

Les différends qui ont le plus exigé des services de conciliation du ministère en 1970-1971 se rapportaient au transport aérien, à la radiodiffusion, aux silos, à la navigation sur les lacs, aux mines, aux chemins de fer et au remorquage maritime.

*Transport aérien* — Le 4 mai 1970, un spécialiste du travail était chargé d'assister à toutes les séances de négociation en vue du renouvellement de la convention collective entre Air Canada et l'Association canadienne des pilotes de lignes aériennes. La convention collective devait prendre fin le 30 juin. Les parties ont tenu des réunions tout le long des mois de mai et de juin. Les séances de négociation intensive, le 29 juin, aboutissaient à 4h. le lendemain matin à la conclusion d'une convention, huit heures à peine avant l'expiration de l'ancienne convention. Quelques 1,100 pilotes étaient en cause. La nouvelle convention, valable du 1<sup>er</sup> juillet 1970 au 31 octobre 1971, prévoyait une augmentation de salaire de 7½ à 8½ p. 100. Les deux parties ont exprimé leur satisfaction de l'aide que le spécialiste du travail leur a apportée.

Dans un autre différend, opposant l'Association canadienne des pilotes de lignes aériennes à la CP Air, le même spécialiste du travail a assisté aux séances de négociation des parties qui ont commencé le 5 octobre 1970. La convention collective devait prendre fin le 31

décembre. Un règlement est intervenu le 31 décembre, le jour même où l'ancienne convention prenait fin. Quelques 250 pilotes étaient en cause. La nouvelle convention, valable pour une période de 14 mois à compter du 1<sup>er</sup> janvier 1971, prévoyait une augmentation de salaire d'environ 8 p. 100. Les parties ont fait savoir qu'elles ont apprécié les services du spécialiste du travail.

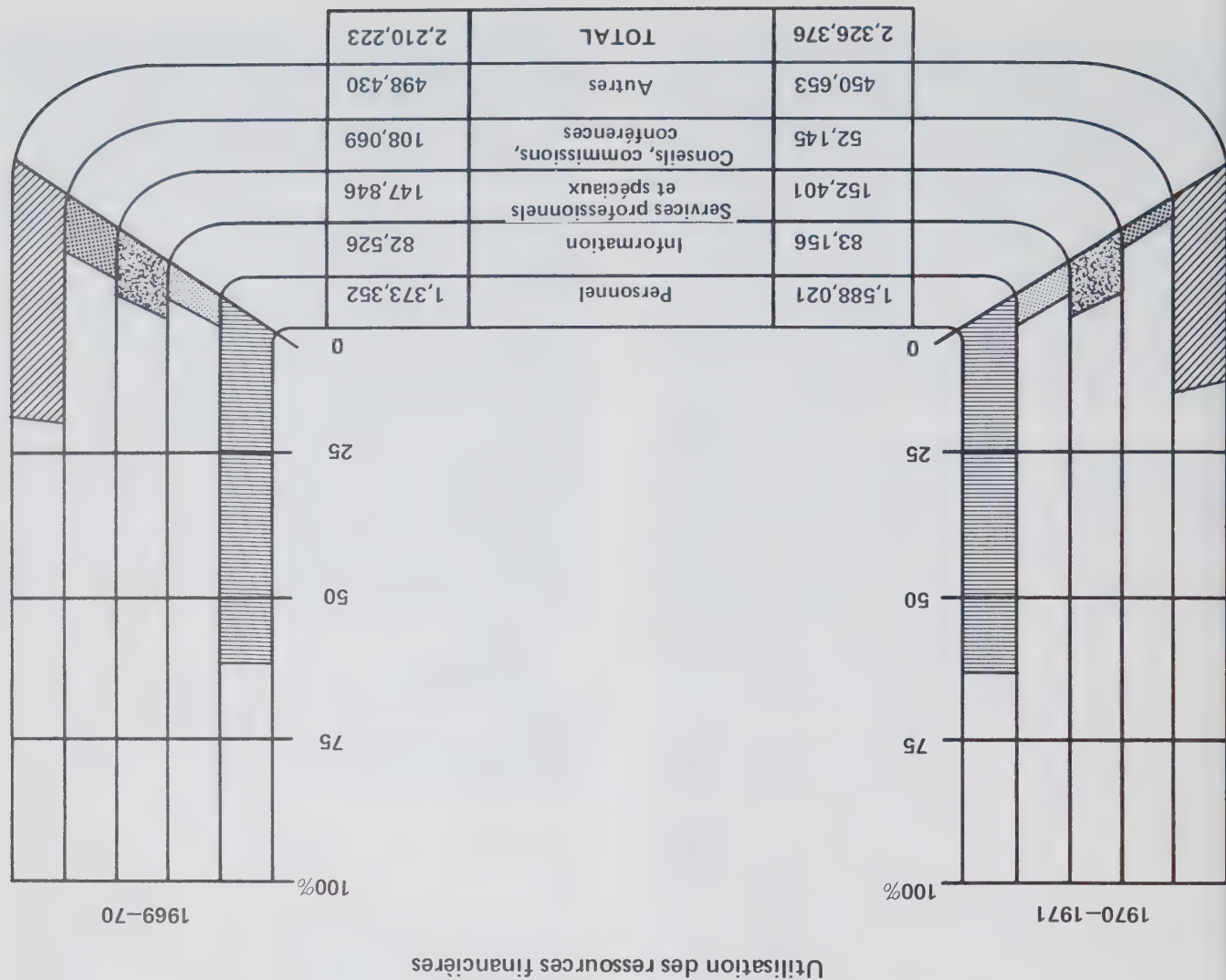
Avant la fin de l'année, un conciliateur a réussi à régler un différend, sujet à ratification, opposant la CP Air à l'Association internationale des machinistes et des travailleurs de l'aérospatiale. Quelques 900 travailleurs de l'entrelien étaient en cause. Les modalités de la convention n'étaient pas encore disponibles à la fin de l'année.

*Radiodiffusion* — Les services d'un conciliateur aidé d'un spécialiste du travail n'ayant pas donné de résultats, le ministre a établi une commission de conciliation pour connaître d'un différend opposant la Société Radio-Canada au Syndicat canadien de la Fonction publique. La commission était entièrement constituée le 20 octobre par la nomination du professeur Louis-Marie Tremblay, de l'Université de Montréal, à titre de président. Les auditions ont commencé en novembre 1970 et se sont poursuivies jusqu'au début de janvier 1971. La commission a déposé son rapport le 19 janvier. Après la publication du rapport, les parties décidaient de poursuivre les négociations plus avant, mais ont demandé par la suite les services de médiateurs. Le 19 février, le ministre nommait le spécialiste du travail et le conciliateur en chef à titre de médiateurs. Des séances intermittentes de médiation aboutissaient à un règlement, sujet à ratification, comme l'année prenait fin. Les modalités de la convention n'ont pas été révélées.

Un conciliateur et un spécialiste du travail n'ayant pas réussi à amener les parties à s'entendre, le ministre a nommé une commission de conciliation pour connaître d'un différend opposant la Société Radio-Canada à l'Association des employés de la radio et de la télévision du Canada. Environ 2,200 employés étaient en cause. La convention collective avait pris fin le 31 mars 1970. La commission de conciliation était entièrement constituée le 20 août par la nomination du professeur Louis-Marie Tremblay, de l'Université de Montréal, à titre de président. Les auditions ont commencé en septembre et se sont poursuivies jusqu'au début de janvier. Le rapport de la commission, que le ministre a reçu le 15

RECHERCHES ET DÉVELOPPEMENT

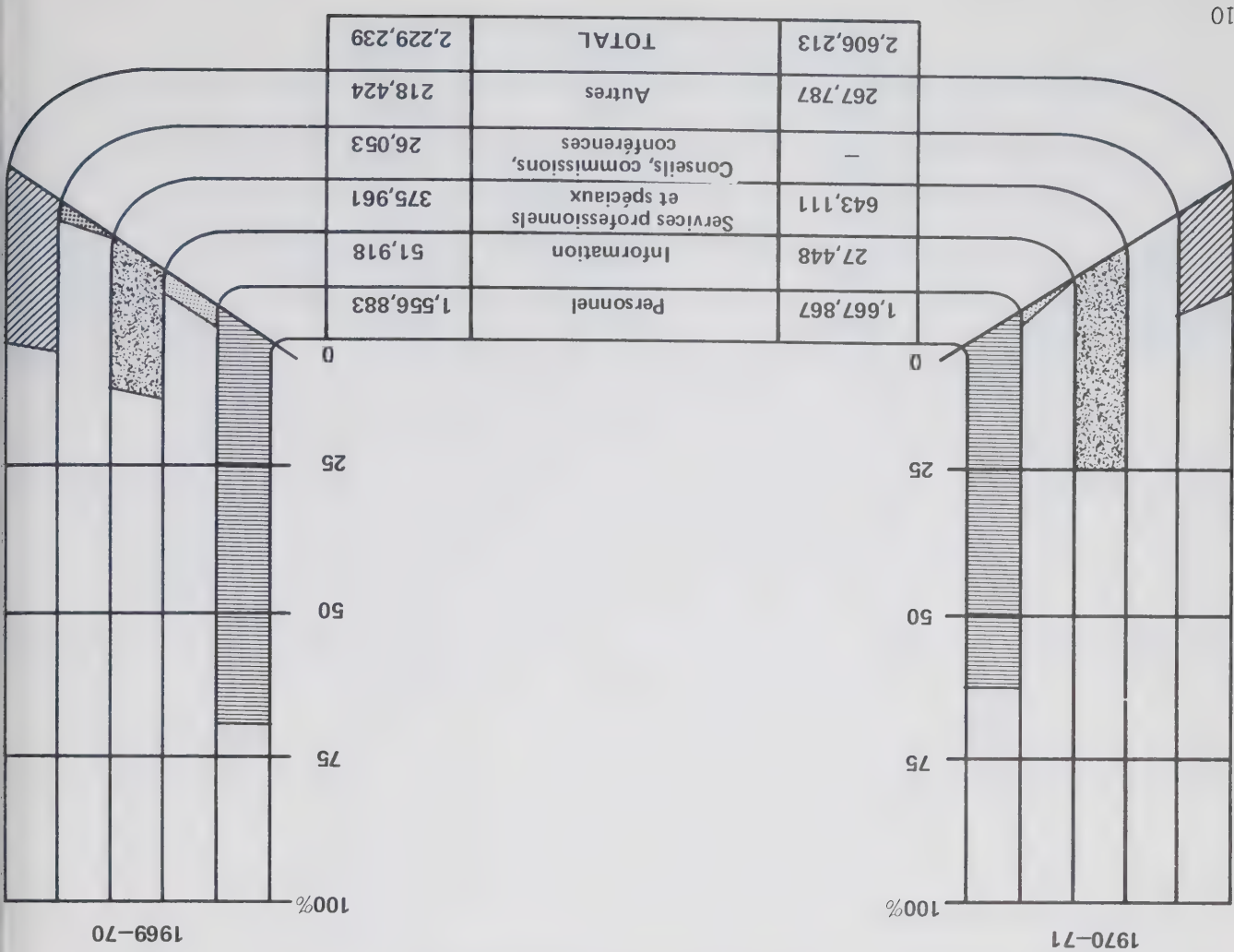
Direction			
Administration, bureau du directeur général	Economique et recherches	\$ 382,109	\$ 427,768
	Affaires internationales du travail	1,432,807	1,231,421
	Recherches sur la législation	369,283	414,005
	Recherches sur les pensions et l'assurance	119,065	135,796
	et services consultatifs	23,112	1,233
1970-1971		\$2,326,376	\$2,210,223
1969-1970			



NORMES D'EMPLOI

Direction		1970-1971	1969-1970
Administration, bureau du sous-ministre adjoint		\$ 39,921	\$ 38,810
Normes du travail		989,658	950,311
Prévention des accidents et indemnisation		1,483,896	1,140,350
Bureau de la main-d'oeuvre féminine		92,738	99,768
		\$2,606,213	\$2,229,239

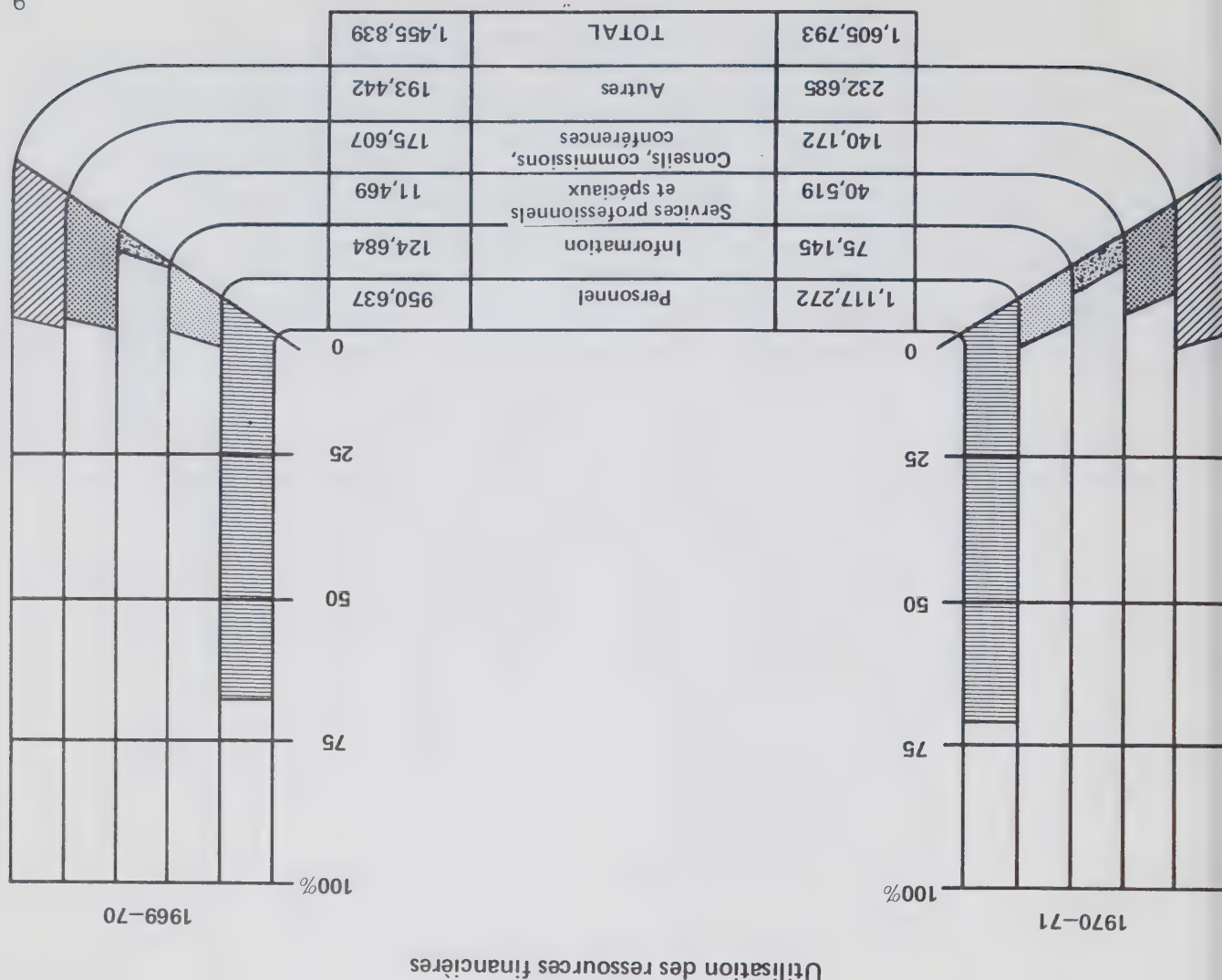
Utilisation des ressources financières





RELATIONS INDUSTRIELLES

Direction		1970-1971	1969-1970
Administration, bureau du sous-ministre adjoint		\$ 47,073	\$ 48,863
Conciliation et arbitrage		609,741	546,795
Consultation ouvrière-patronale		540,928	524,232
Représentation des travailleurs		211,896	172,788
Justes méthodes d'emploi		196,155	163,161
		\$1,605,793	\$1,455,839

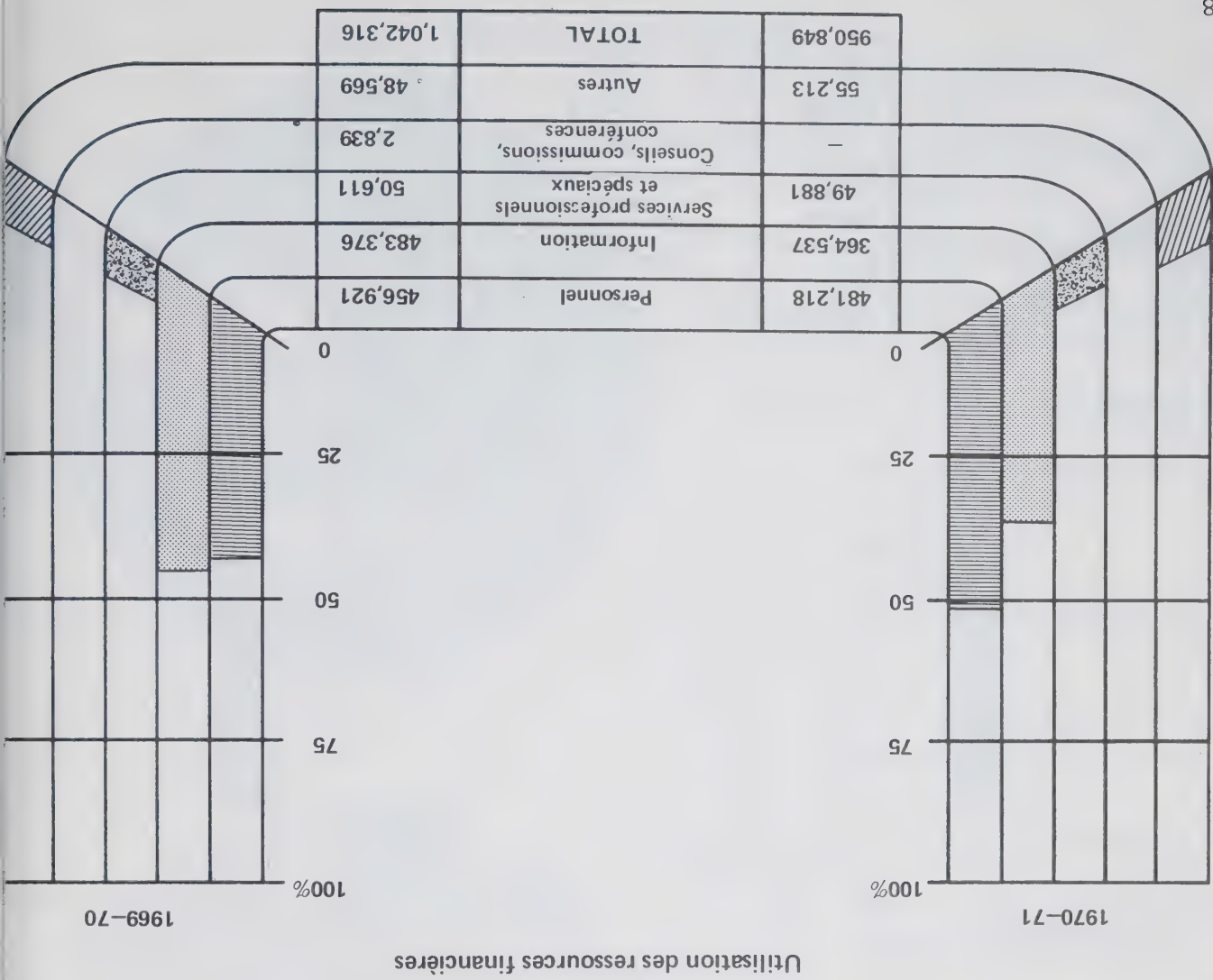


Etat comparatif des dépenses pour les années 1970-1971 et 1969-1970

SERVICES D'INFORMATION ET DE RELATIONS EXTERIEURES

1970-1971 \$950,849

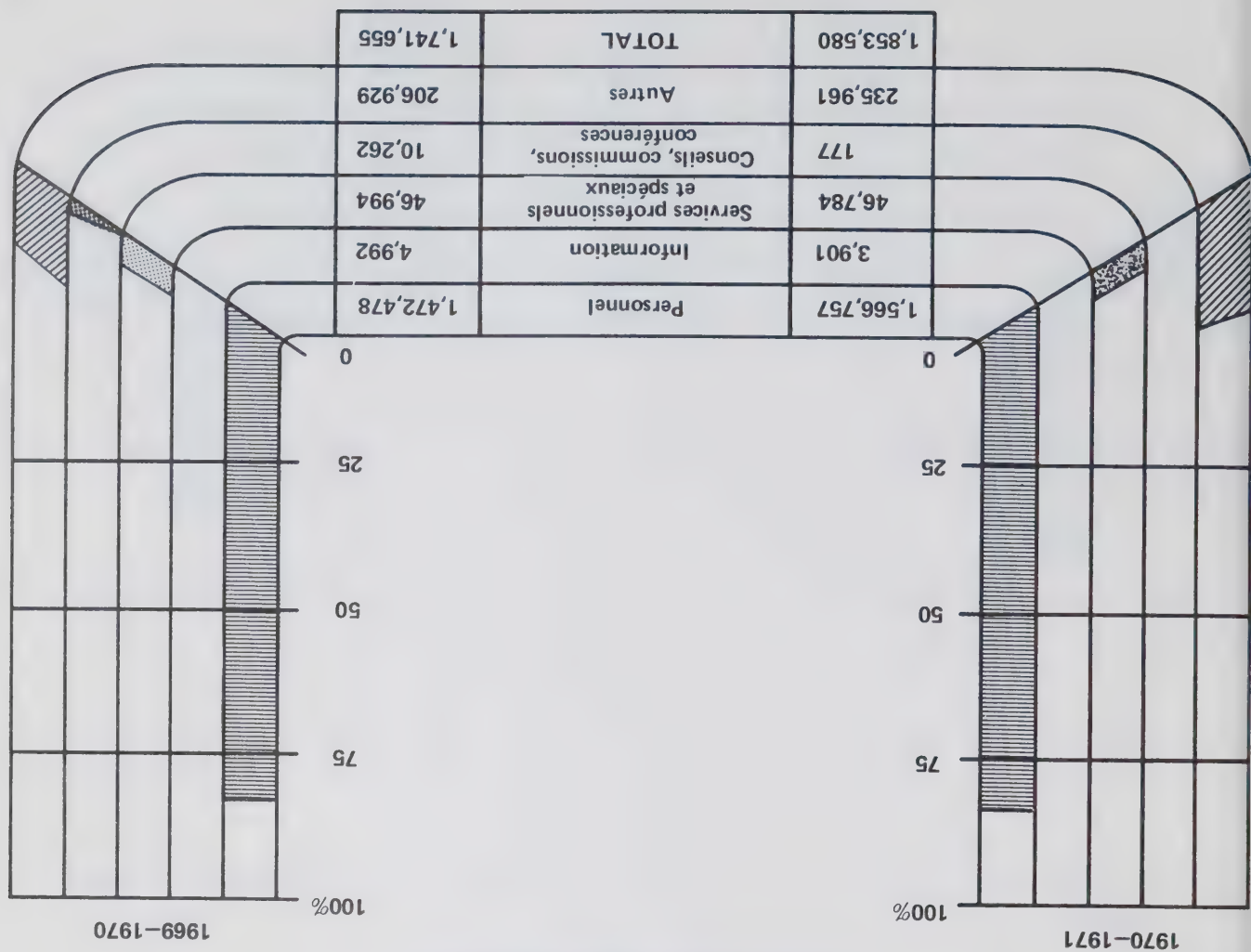
1969-1970 \$1,042,316



ADMINISTRATION GÉNÉRALE

Direction		1970-1971	1969-1970
Cabinet du ministre	\$	198,573	193,634
Cabinet du sous-ministre		157,436	158,346
Planification centrale		58,852	67,808
Administration du personnel		310,572	287,207
Services financiers et administratifs		1,010,979	930,725
Bibliothèque		117,168	103,935
		\$1,853,580	\$1,741,655

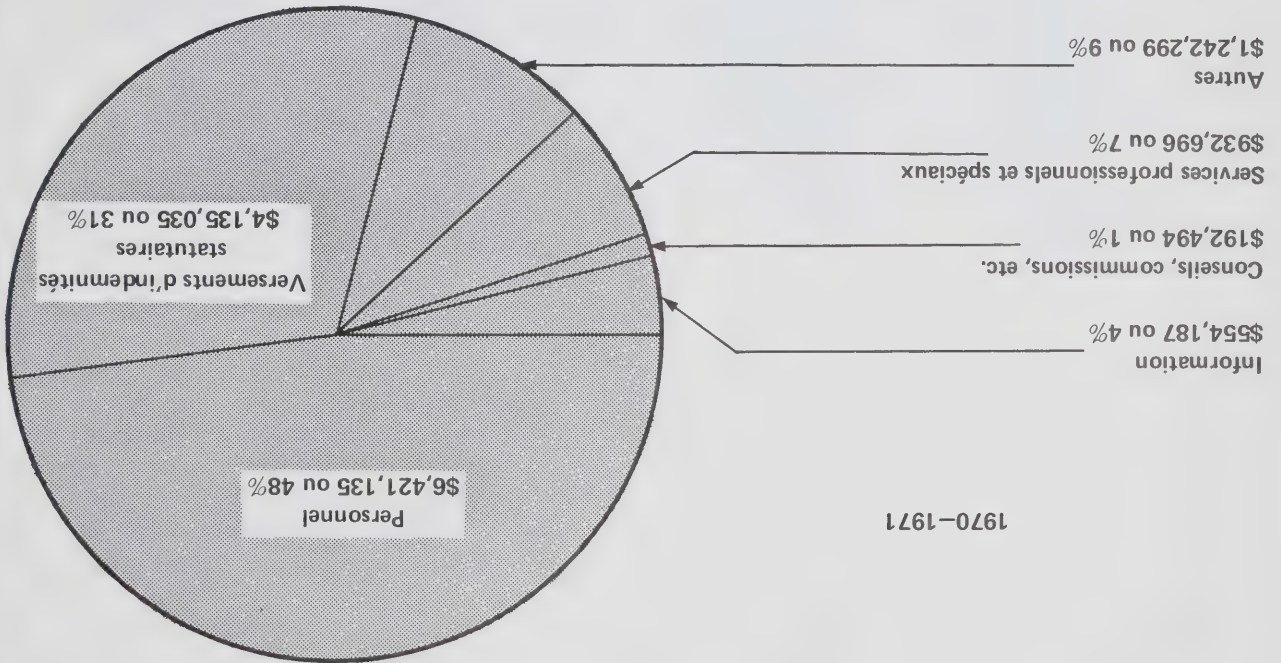
Utilisation des ressources financières



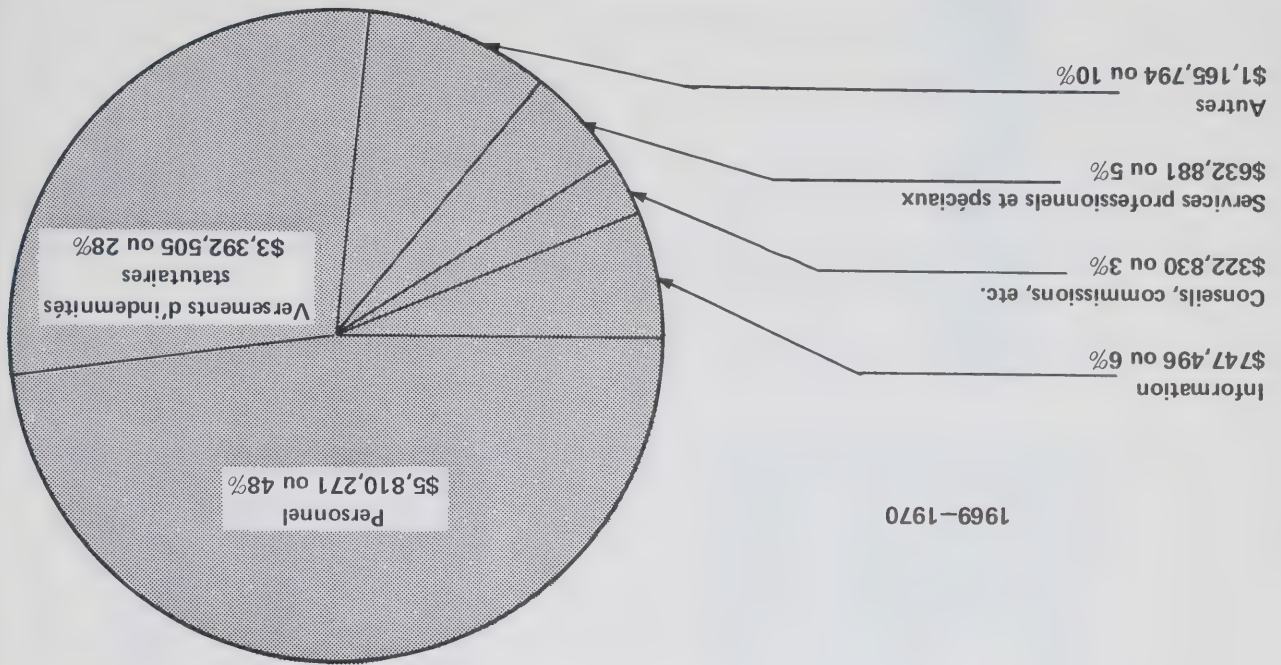


Sommaire-Ministère  
Utilisation des ressources financières

1970-1971



1969-1970



ÉTAT COMPARATIF DES DÉPENSES PAR CRÉDIT MINISTÉRIEL  
POUR LES ANNÉES 1970-1971 et 1969-1970

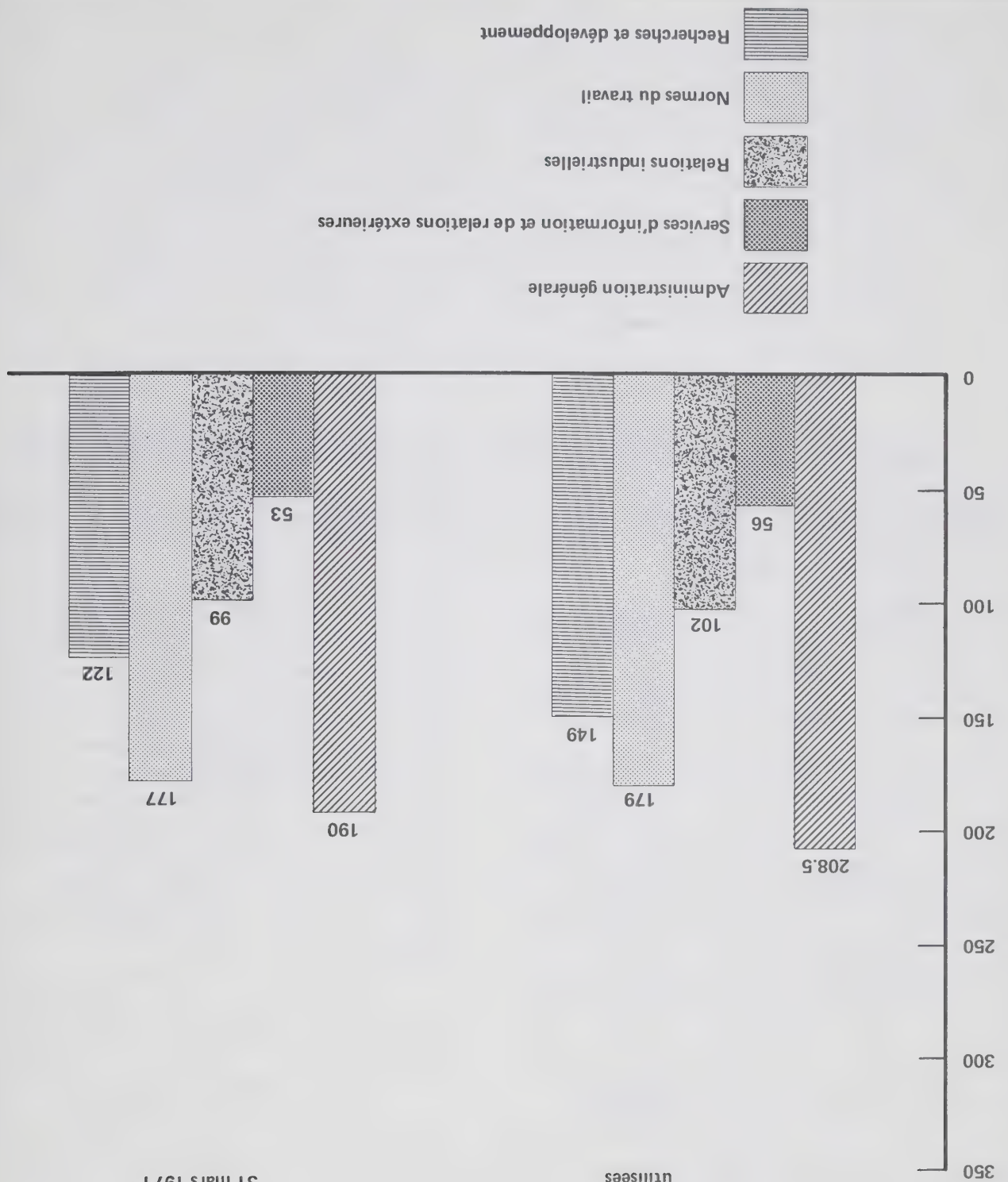
	1970-1971	1969-1970
Ministre du Travail – Traitement et indemnité d'automobile . . . . .	\$ 17,000	\$ 17,000
Travail – Dépenses des programmes, les subventions énumérées dans le Budget des dépenses et les dépenses des délégués affectés à des travaux inhérents à l'activité du Canada dans le domaine des affaires internationales du travail . . . . .	9,325,811	*8,662,272
Versements d'indemnités aux employés de l'Etat (Chap. 134, S.R., tel que modifié) et aux marins marchands (Chap. 45, Statuts de 1964-1965) . . . .	4,135,035	3,392,505
Total des dépenses du ministère . . . . .	\$13,477,846	*\$12,071,777

\*Ne comprend les dépenses de \$1,069,874 de la Direction des rentes qui fait partie de la Commission d'assurance-chômage depuis le 1<sup>er</sup> avril 1970.

# Effectifs du ministère, 1970-1971

Effectifs au  
31 mars 1971

Années-homme  
utilisées





Sommaire-Ministère

	1970-1971	1969-1970
Administration générale	\$ 1,838,580	\$ 1,726,655
Administration . . . . .	15,000	15,000
Subventions et contributions . . . . .		
Services d'information et de relations extérieures		
Administration . . . . .	950,849	1,042,316
Relations industrielles		
Administration . . . . .	1,605,793	1,455,839
Normes d'emploi		
Administration . . . . .	2,606,213	*2,229,239
Versements d'indemnités aux employés de l'Etat et aux marins marchands . . . . .	4,135,035	3,392,505
Recherches et développement		
Administration . . . . .	1,998,862	1,815,161
Subventions et contributions . . . . .	327,514	395,062
Total des dépenses du ministère . . .	\$13,477,846	*12,071,777

\*Ne comprend pas les dépenses de \$1,069,874 de la Direction des rentes qui fait partie de la Commission d'assurance-chômage depuis le 1er avril 1970.

éducateurs et la population en général. Au cours de l'année, la Direction a mis sur ordinateur les analyses de tous les contrats visant les groupes de négociation de 500 travailleurs ou plus, ce qui a permis au ministère de répondre à une foule de demandes de renseignements complexes. Des modifications apportées à l'enquête annuelle du ministère sur les organisations de travailleurs en ont fait le principal moyen de récupération des données en vertu de la Loi sur les déclarations des corporations et des syndicats ouvriers.

Au nombre des études spéciales complètes et publiées au cours de l'année se trouvait *Croissance du syndicalisme au Canada*, une monographie historique de la période allant de 1921 à 1967. Une autre étude, *Le cadre statutaire des finances des syndicats*, est terminée et paraîtra l'année prochaine.

En vue de mieux faire comprendre le rôle et les objectifs du ministère, la Direction des services d'information et de relations extérieures a mis au point de grands programmes d'information à l'appui des objectifs du ministère. Les présentations audio-visuelles et diapositives se sont révélées comme un moyen efficace et économique de diffuser de l'information. Un film du ministère, intitulé *Question de survivance*, réalisé par l'Office national du film, a gagné le premier prix dans la catégorie des affaires et de l'éducation au Festival américain du film.

Trois changements sont survenus au cours de l'année chez les fonctionnaires supérieurs du ministère. Le personnel s'est enrichi de trois nouveaux directeurs: M. Ronald D. Blackburn, à la Direction des services financiers et administratifs, M. R. Brian O'Regan, à la Direction des services d'information et de relations extérieures, et M. Robert Mitchell, au Contentieux et à la Direction des recherches sur la législation.

tions proposées au Code avaient subi la première lecture en vigueur, les nouvelles dispositions relèveront le salaire minimum, stipuleront l'égalité de rémunération pour les hommes et les femmes, établiront le droit au congé de maternité pour les femmes au travail, assureront aux travailleurs mis à pied la protection d'un préavis et d'une indemnité de départ, et interdiront le congédiement d'un travailleur pour la seule raison que des procédures de saisie-arrêt ont été prises contre lui.

La Direction de la prévention des accidents et de l'indemnisation a continué à élaborer un vaste programme de prévention des accidents en vertu du Code canadien du travail (Sécurité). Elle a travaillé activement à la rédaction de 15 projets de règlements sur la sécurité et l'hygiène du travail, dont l'un, soit le Règlement du Canada sur les dispositifs de levage, a été approuvé en janvier par le Conseil privé. Un Guide des inspecteurs de la sécurité au Canada paraîtra l'année prochaine. La Direction dispense maintenant un nouveau service, appelé Contrôle de la sécurité, qui comprend l'examen critique de tout le programme de prévention des accidents d'une entreprise comme moyen de situer les grands problèmes de prévention des accidents.

Les demandes d'indemnisation provenant des 267,000 travailleurs employés par 110 ministères et organismes du gouvernement fédéral ont augmenté de 586 en comparaison de l'année précédente, et le nombre d'accidents entraînant l'incapacité a augmenté de 925 pour s'établir à 12,565.

La Direction de l'économie et des recherches a continué à appliquer un vaste programme de recherche à l'appui du ministère et du gouvernement fédéral en général, qui servira à établir des politiques et à élaborer des programmes et à aider le salariat, le patronat, les

Ces excellents résultats témoignent de l'efficacité du programme de spécialistes de l'industrie du ministère qui préconise le recours aux techniques de médiation préventive ou précocce.

La Direction de la consultation ouvrière-patronale continue sans relâche à favoriser de saines relations du travail, tant dans les entreprises qui relèvent de l'autorité fédérale que dans celles qui relèvent de la compétence provinciale. Elle encourage la consultation permanente entre les parties à une convention, comme partie intégrante du système de la négociation collective.

Au cours de l'année, plus de 10,000 réunions de comités de consultation ont eu lieu, en comparaison de 8,900 au cours de l'exercice 1969-1970. Deux mille sept cent trente-six comités étaient inscrits auprès de la Direction, au regard de 2,663 un an plus tôt. Trois conférences, qui se sont déroulées au cours de l'année, avaient pour objet d'implanter le concept de la consultation mutuelle dans les localités.

Le Conseil canadien des relations ouvrières a agréé 72 demandes d'accréditation d'agents négociateurs; il a rejeté 31 des 119 demandes qu'il avait reçues. Les demandes ont été rejetées parce que les requérants n'ont pu établir qu'ils avaient l'appui de la majorité des membres des groupes de négociation proposés, parce que les demandes visaient des groupes de négociation qui n'étaient pas habiles à négocier collectivement, parce qu'elles touchaient des personnes qui ne relevaient pas de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail, parce qu'elles avaient été présentées avant l'expiration de 10 mois de la période d'application d'une convention en vigueur ou pour diverses raisons.

Un autre excellent moyen de favoriser la liberté de l'homme d'assurer ses moyens de subsistance, c'est de garantir l'égalité d'occasions d'emplois à tous les groupes ethniques de la société cosmopolite du Canada. La discrimination empêche toujours les groupes minoritaires de se prévaloir de l'égalité d'occasions d'emplois, mais la Direction des justes méthodes d'emploi du ministère a lancé une grande offensive pour mettre fin à cette injustice sociale. Au cours de l'année, la Direction a enquêté sur 165 plaintes et a favorisé activement un programme d'action positive auprès des employeurs.

Le Code canadien du travail (Normes) est appliqué et imposé dans le cadre du Programme des normes d'emploi. A la fin de l'année financière, les modifica-

La société canadienne se fonde sur deux libertés fondamentales: la liberté personnelle et la liberté économique. Dans cette optique, il est logique que l'homme ait le droit d'agir dans son propre intérêt et de protéger et de conserver ses moyens de subsistance. Le travail du ministère du Travail subit grandement l'influence de ces libertés: l'épanouissement professionnel de l'homme et ses aspirations économiques et sociales aboutissent souvent à un milieu de travail fort subjectif.

Dans ses efforts pour réagir à l'évolution générale de notre société, le ministère du Travail du Canada s'est engagé à améliorer les conditions de travail de tous les Canadiens. Compte tenu de cet objectif, le ministère a entrepris une action positive dans trois grands domaines: améliorer et accroître le dialogue utile entre le salariat, le patronat et le gouvernement; régler les différends ouvriers-patronaux avant qu'ils ne dégénèrent; et établir et maintenir des normes équitables en matière de salaires, de conditions de travail, de sécurité d'emploi et d'égalité de chances d'emploi.

L'activité du ministère au cours de l'exercice qui vient de prendre fin s'est accrue dans tous les domaines, parallèlement à la croissance de notre économie et de notre population active et à une plus grande participation aux réalisations quotidiennes dans le domaine des relations industrielles. Dans ce dernier, l'accent était et reste mis sur la recherche de solutions possibles aux problèmes et aux questions épineuses, afin d'y apporter des solutions ou des améliorations le plus tôt possible.

En surveillant constamment le cours des relations industrielles et en améliorant les communications entre le salariat, le patronat et le gouvernement, le ministère est en mesure d'éviter des conflits. Et c'est ce qu'il réussit à faire.

Grâce aux services de conciliation qu'il dispense en vertu de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail, le ministère a pu, par l'intermédiaire de commissions de conciliation et de la médiation postconciliatoire, régler sans arrêt de travail 80 p. 100 des cas qui lui avaient été soumis, en comparaison de 65 p. 100 au cours de l'exercice 1970. C'était la première fois que le ministère connaissait autant de succès depuis l'année financière 1966. Il y a eu sept grèves légales déclenchées contre des entreprises relevant de l'autorité fédérale, l'année dernière, soit deux fois moins que l'année précédente.





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## LES OBJECTIFS DU MINISTÈRE DU TRAVAIL DU CANADA

Le ministre poursuit l'objectif général énoncé ci-après:

Atteindre au progrès économique et social par des moyens justes en favorisant de saines relations du travail et une amélioration des conditions de travail.

Dans la poursuite de cet objectif fondamental, le ministre travaille principalement à:

Protéger le droit des travailleurs de se syndiquer et de négocier collectivement;

Régler les différends du travail et encourager la collaboration ouvrière-patronale;

Etablir et maintenir des normes équitables en matière de conditions de travail et de sécurité dans l'emploi;

Garantir des chances égales d'emploi et protéger les droits de l'homme dans les questions relatives au travail;

Procurer des services de recherche, de statistique et d'information en matière de travail aux syndicats, aux employeurs, au gouvernement et au public;

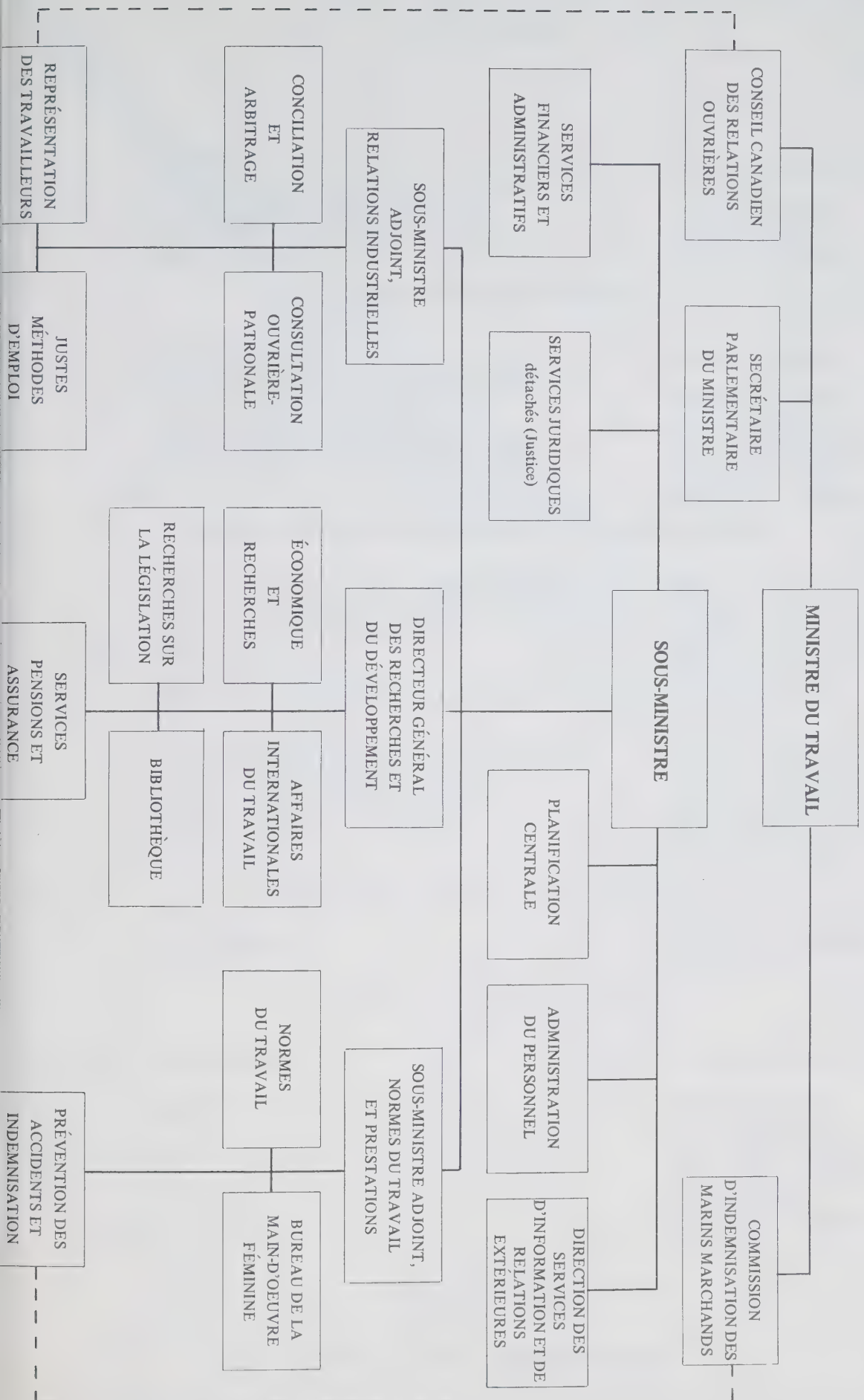
Encourager la consultation tripartite, aux paliers national et international, pour les questions intéressant la main-d'oeuvre, et participer à cette consultation.



LOIS APPLIQUÉES PAR LE  
MINISTÈRE DU TRAVAIL DU CANADA

sur le ministère du Travail — Statuts révisés du  
Canada 1952, chapitre 72  
sur les relations industrielles et sur les enquêtes  
visant les différends du travail — S.R.C. 1952, chap-  
itre 152  
sur les justes salaires et les heures de travail —  
S.R.C. 1952, chapitre 108; modifiée par S.C. 1966-  
67, chapitre 24  
canadienne sur les justes méthodes d'emploi — S.C.  
1952-1953, chapitre 19  
sur l'égalité de salaire pour les femmes — S.C. 1956,  
chapitre 38  
sur l'indemnisation des employés de l'Etat — S.R.C.  
1952, chapitre 134, modifiée par S.R.C. 1952, chap-  
itre 323; S.C. 1955, chapitre 33; 1966-67, chapitre 96,  
section 64; et 1967-68, chapitre 18  
sur l'indemnisation des marins marchands — S.R.C.  
1952, chapitre 178, modifiée par S.C. 1952-53,  
chapitre 16; 1957, chapitre 9; 1964-65, chapitre 45;  
et 1970-71 et 1972, chapitre 8  
Code canadien du travail (Normes) — S.C. 1964-65,  
chapitre 38; modifié par 1966-67, chapitre 59  
Code canadien du travail (Sécurité) — S.C. 1966,67,  
chapitre 62

# MINISTÈRE DU TRAVAIL DU CANADA ORGANIGRAMME



Ministre du Travail.....	L'hon. Bryce Mackasey, C.P., député
Chef de cabinet.....	M. Arnold E. Masters
Adjoints spéciaux.....	M. Joseph P. O'Keefe
Secrétaire particulière.....	M. François Côté
Secrétaire parlementaire.....	Mme Julie Brusse
	M. Ray Perrault, député

## PRINCIPAUX FONCTIONNAIRES

Sous-ministre.....	M. J.D. Love
Adjoint exécutif.....	M. Michael McDermott

## PROGRAMME DES RELATIONS DU TRAVAIL

Sous-ministre adjoint.....	M. Bernard Wilson
Directeur, Conciliation et arbitrage.....	M. W.P. Kelly
Directeur, Représentation des travailleurs.....	M. J.L. MacDougall
Directeur, Justes méthodes d'emploi.....	M. G.G. Blackburn
Directeur adjoint, Consultation ouvrière-patronale.....	M. K.P. DeWitt

## PROGRAMME DES NORMES DU TRAVAIL ET DES PRESTATIONS

Sous-ministre adjoint.....	M. J.-P. Després
Directeur, Normes du travail.....	M. B.H. Hardie
Directeur, Prévention des accidents et indemnisation.....	M. J.H. Currie
Directrice, Bureau de la main-d'oeuvre féminine.....	Mlle Sylvia Gelber

## PROGRAMME DES RECHERCHES ET DU DÉVELOPPEMENT

Directeur général.....	M. Harry J. Waisglass
Directeur, Economique et recherches.....	M. Cecil D. Harper
Directeur, Affaires internationales du travail.....	M. John Mainwaring
Directeur, Recherches sur la législation.....	M. Robert Mitchell
Directeur, Service de bibliothèque.....	M. James Whitridge
Chef, Recherches sur les pensions et l'assurance et services consultatifs.....	M. W.D.M. Mathers

## DIRECTIONS DES SERVICES

Avocat du ministre.....	M. Robert Mitchell
Directeur, Services financiers et administratifs.....	M. R.D. Blackburn
Directeur, Administration du personnel.....	M. E.B. Meredith
Directeur, Services d'information et de relations extérieures.....	M. R. Brian O'Regan



Information Canada  
Ottawa, 1972  
No de cat.: L1-1971

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# 1971 RAPPORT ANNUEL

POUR L'ANNÉE FINANCIÈRE  
TERMINÉE LE 31 MARS



Travail  
Canada  
Labour  
Canada





# 1971 RAPPORT ANNUEL

POUR L'ANNÉE FINANCIÈRE  
TERMINÉE LE 31 MARS



Travail  
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A55

# **annual report**

**for the fiscal  
year ended  
31 march**





0111-1111

# **annual report**

**for the fiscal  
year ended  
31 march**



## CANADA DEPARTMENT OF LABOUR

340 Laurier Avenue West  
Ottawa, Ontario, K1A 0J2

Minister of Labour.....	The Honourable Martin O'Connell, P.C., M.P.
Executive Assistant.....	David J. Sims
Special Assistants.....	Edward Johnson
	François Côté
Private Secretary.....	Miss Louise Morin
Administrative Assistant.....	Mrs. Marie Phelan

### PRINCIPAL OFFICERS

Deputy Minister.....	Bernard Wilson
Executive Assistant.....	Keith Deyell

### INDUSTRIAL RELATIONS PROGRAM

Assistant Deputy Minister.....	W.P. Kelly
Acting Director, Conciliation and Arbitration.....	J.S. Gunn
Director, Employee Representation.....	G.A. Lane
Acting Director, Fair Employment Practices.....	R. Traversy
Director, Labour-Management Consultation.....	K.P. DeWitt

### EMPLOYMENT STANDARDS AND BENEFITS PROGRAM

Assistant Deputy Minister.....	J.-P. Després
Director, Labour Standards.....	B.H. Hardie
Director, Accident Prevention and Compensation.....	J.H. Currie
Director, Women's Bureau.....	Miss Sylva Gelber

### RESEARCH AND DEVELOPMENT PROGRAM

Director-General.....	Harry J. Waisglass
Director, Economics and Research.....	Cecil D. Harper
Director, International Labour Affairs.....	John Mainwaring
Director, Legislative Research.....	Robert Mitchell
Director, Library Services.....	James Whitridge
Pension and Insurance Research and Advisory Services.....	R.T. Norris-Elye

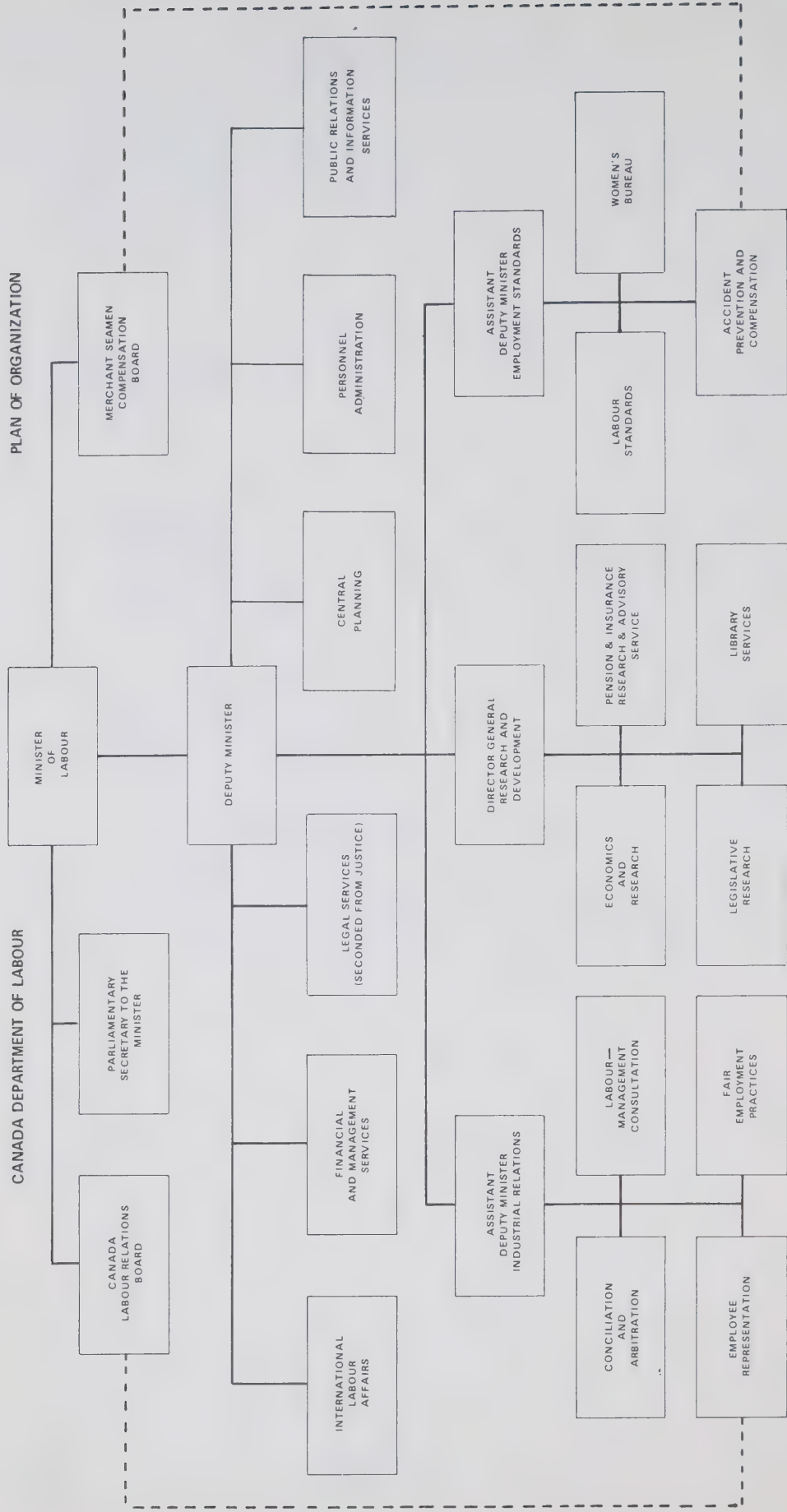
### SERVICES BRANCHES

Director, Legal Services.....	Robert Mitchell
Acting Director, Financial and Management Services...	C.J. Helmes
Director, Personnel Administration.....	E.B. Meredith
Director, Public Relations and Information Services..	R. Brian O'Regan



# CANADA DEPARTMENT OF LABOUR

## PLAN OF ORGANIZATION



**ACTS ADMINISTERED BY THE  
CANADA DEPARTMENT OF LABOUR**

The Canada Labour Code, chapter L-1, R.S.C. 1970, has been in effect since July 15, 1971. It is made up of the following parts:

Part I - Fair Employment Practices Part III - Labour Standards Part IV - Safety of Employees Part V - Industrial Relations

and replaces five former statutes administered by the Canada Department of Labour, namely; Canada Fair Employment Practices Act - Part I of the Canada Labour Code (Fair Employment Practices), chapter L-3, 1970.

Canada Labour (Standards) Code has been replaced by Part III of the Canada Labour Code (Labour Standards) chapter L-1, R.S.C. 1970.

Canada Labour (Safety) Code has been replaced by Part IV of the Canada Labour Code (Safety of Employees), chapter L-1, R.S.C. 1970.

Industrial Relations and Disputes Investigation Act - has been replaced by Part V of the Canada Labour Code (Industrial Relations), chapter L-1, R.S.C. 1970, which was repealed by Bill C-183, which received Royal Assent on July 7, 1972, but has not yet been proclaimed in force.

Female Employees Equal Pay Act - was replaced by Part II of the Canada Labour Code (Female Employees - Equal Pay), chapter L-1, R.S.C. 1970, but this was repealed and equal pay provisions are now included in Part III of the Canada Labour Code (Labour Standards) R.S.C. 1970, chapter 17, (2nd Suppl.).

Other statutes administered by the Department:

Department of Labour Act - chapter L-2, R.S.C. 1970. Fair Wages and Hours of Labour Act - chapter L-3, R.S.C. 1970. Government Employees Compensation Act - chapter G-8, R.S.C. 1970. Merchant Seamen Compensation Act - chapter M-11, R.S.C. 1970, as amended by R.S.C. 1970, chapter 19, (2nd Suppl.).

## CANADA DEPARTMENT OF LABOUR OBJECTIVES

The Department has one overall objective, which is;

To achieve economic and social progress with justice through the promotion of good industrial relations and improved working conditions.

To further this basic objective the Department's principal activities are designed to:

Protect the right to organize and to bargain collectively;

Settle industrial disputes and encourage co-operation between labour and management;

Establish and maintain fair standards of wages, working conditions and safety in employment;

Achieve equality of job opportunity and safeguard human rights in matters affecting labour;

Provide research, statistical and information services in labour matters to unions, employers, government and the public;

Promote and participate in national and international tripartite consultation in matters affecting labour.



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## INTRODUCTION

New initiatives, increased activities, and broadened programs characterized the Canada Department of Labour during the fiscal year ended March 31, 1972.

The year was highlighted by new labour legislation coming into force: the Canada Labour Code, an Act consolidating labour statutes, came into effect on July 15, 1971. Part II of the Code, which concerned Female Employees' Equal Pay, was repealed and new equal wages provisions were included in Part III of the Canada Labour Code (Labour Standards).

Part III incorporated a number of other new standards, concerning maternity leave, group and individual notice of termination of employment, severance pay, and provisions concerning garnishment of wages. The standards relating to termination of employment and severance pay came into effect January 1, 1972; the other standards became effective July 1, 1971.

On July 1, 1971, the minimum wage was raised to \$1.75 an hour from \$1.65.

Part V of the Canada Labour Code (Industrial Relations) is the concern of the Industrial Relations Program of the Department. This program is divided into four branches: Conciliation and Arbitration, Employee Representation, Labour-Management Consultation, and Fair Employment Practices, which administers Part I of the Code (Fair Employment Practices).

Disputes that made the most demands on the Department's conciliation services during the past fiscal year were those affecting airline, broadcasting, mining, railway, shipping, telephone, and trucking operations. Settlements were effected in 93 per cent of the labour-management disputes referred for conciliation procedures. Legal strikes occurred in three cases. Preventive mediation and the use of the Department's industry specialists were effective in reducing the number of disputes resulting in work stoppages.

The Labour-Management Consultation Branch, which promotes good industrial relations through joint consultation procedures in both federal and provincial jurisdictions, shifted its emphasis from local unit consultation to country-wide systems of consultation. At the end of the year there was a total of 2,716 committees registered with the Branch, representing more than 800,000 workers.

The principal activity of the Fair Employment Practices Branch is to investigate and obtain fair and just settlements of complaints from individuals alleging discrimination in employment or trade union membership within federal jurisdiction, on the grounds of race, colour, religion or national origin. The Branch prepares and disseminates information concerning prejudice and discrimination. It co-operates also with other federal departments and provincial human rights agencies in developing action programs to put into effect the concept of equal employment opportunity.

The Department's Employment Standards Program is concerned with the application of standards established under Parts III and IV of the Canada Labour Code, the Fair Wages and Hours of Labour Act, and related policy Orders. It deals also with the administration of workmen's compensation applying to federal public servants and merchant seamen, and investigation and promotion of women's rights in matters relating to employment. Program administration is divided into three branches: Labour Standards, Accident Prevention and Compensation, and the Women's Bureau.

The Labour Standards Branch investigates all complaints made under its legislation, and carries out a planned inspection program to assure compliance. The Branch also conducts annual wage surveys to determine wage rates required to be paid on federal construction contracts. During the past fiscal year, 3,515 inspections were made of wages and hours of work and other labour conditions.

The Accident Prevention and Compensation Branch has as its principal functions the establishment and maintenance of an adequate standard of employment safety and health in enterprises subject to federal jurisdiction and in the federal public service. It administers Part IV of the Canada Labour Code (Safety of Employees), the Government Employees Compensation Act, and the Merchant Seamen Compensation Act.



Expanded activity of the Branch is reflected by the work of its Accident Prevention Division. During the year, accident prevention contacts showed a six-fold increase over the previous year. A new comprehensive method of monitoring and evaluating accident prevention programs, known as a "Safety Audit," was introduced.

The Women's Bureau, an integral part of the Employment Standards Program, has been particularly active in the light of increasing participation of women in the labour force, and growing public interest in the status of women. The Bureau undertook a substantial program of speaking engagements, and took part in radio and television interviews in Canada and abroad. There was considerable newspaper coverage of Bureau activities.

The Department's Research and Development Program is concerned with the planning and development of policies and programs through the conduct of research and the application of social science knowledge and methods aimed at improving industrial relations and employment standards. Its work is carried out by four branches: Economics and Research, Legislative Research, Pension and Insurance Research and Advisory Services, and Library Services.

The Collective Bargaining Division of the Economics and Research Branch has enlarged a service it provides for use by managements, trade unions, universities and governments. Current collective bargaining developments regarding wages and fringe benefits information and other provisions are collated in its monthly publication, "Collective Bargaining Review". Statistical information is presented by province, industry, company, union, and the number of workers affected. Approximately 10,000 collective agreements, plus other employee benefit plans in private industry and government, including all those collective agreements covering 500 or more employees, were on file with the Collective Bargaining Division at the end of the fiscal year.

From this brief survey, it will be seen that the Canada Department of Labour's involvement in the national economy is complex and multifaceted. The scope and breadth of the Department's activities, and its concern with human problems in industry, creates substantial responsibilities.

The Honourable Bryce Mackasey was Minister of Labour until January 1972, when he became Minister of Manpower and Immigration. He was succeeded by the Honourable Martin O'Connell.

# COMPARATIVE STATEMENT OF EXPENDITURES 1971-72 AND 1970-71

## Departmental Summary

	1971-72	1970-71
General Administration		
Administration . . . . .	\$ 2,114,145	\$ 1,838,580
Grants and Contributions . . . . .	15,000	15,000
Public Relations and Information Services		
Administration . . . . .	1,208,423	950,849
Industrial Relations		
Administration . . . . .	1,707,250	1,605,793
Employment Standards		
Administration . . . . .	3,273,257	2,606,213
Payments of Compensation respecting Government Employees and Merchant Seamen . . . . .	5,420,235	4,135,035
Grants and Contributions . . . . .	11,500	NIL
Research and Development		
Administration . . . . .	2,335,464	1,998,862
Grants and Contributions . . . . .	1,221,111	327,514
TOTAL DEPARTMENT . . . . .	\$17,306,385	\$13,477,846

**COMPARATIVE STATEMENT OF EXPENDITURES BY  
DEPARTMENTAL APPROPRIATIONS FOR 1971-72 AND 1970-71**

	1971-72	1970-71
Minister of Labour — Salary and Automobile Allowance . . . . .	\$ 17,000	\$ 17,000
Labour — Program expenditures, the grants listed in the Estimates and the expenses of delegates engaged in activities related to Canada's role in International Labour Affairs . . . . .	11,869,149	9,325,811
Payments of Compensation respecting Public Service Employees (Chap. 134, R.S. as Amended) and Merchant Seamen (Chap. 45, Statutes of 1964-65) . . . . .	5,420,236	4,135,035
<b>TOTAL DEPARTMENT . . . . .</b>	<b>\$17,306,385</b>	<b>\$13,477,846</b>



# DEPARTMENTAL SUMMARY UTILIZATION OF FINANCIAL RESOURCES

1971-72

100%

75

50

25

0

44

7,505,632

Personnel

6,421,135

48

31

5,420,236

Statutory Payments  
Re: Compensation

4,135,035

31

5

785,846

Information

554,187

4

6

1,083,915

Professional &  
Special Services

932,696

7

1

232,466

Boards, Commissions,  
Conferences

192,494

1

13

2,278,290

All Other

1,242,299

9

100

17,306,385

TOTAL

13,477,846

100

1970-71

100%

75

50

25

0

48

31

4

7

1

9

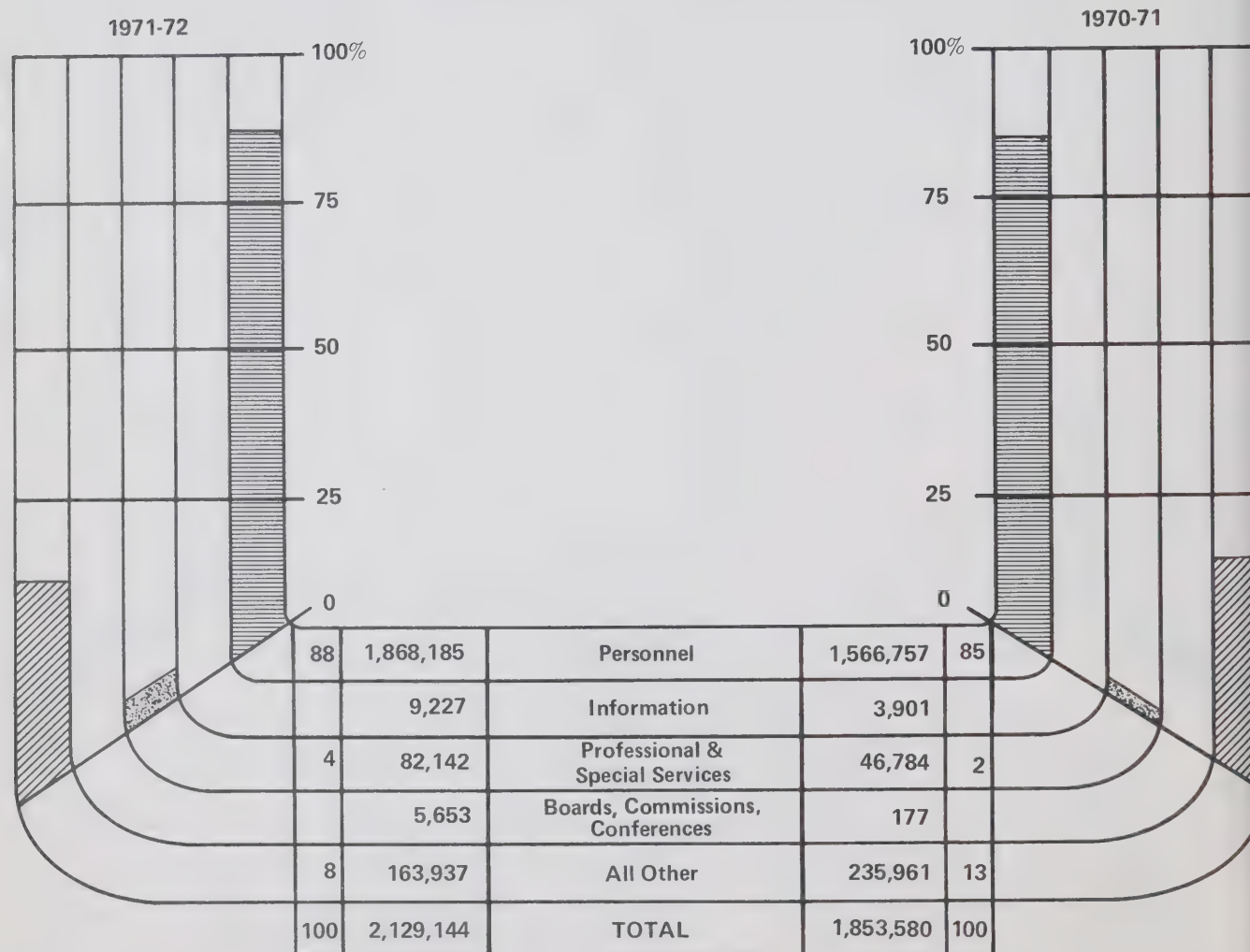
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# Comparative Statement of Expenditures 1971-72 and 1970-71

## GENERAL ADMINISTRATIVE ACTIVITY

Branch	1971-72	1970-71
Minister's Office	\$ 227,752	\$ 198,573
Deputy Minister's Office	216,720	157,436
Central Planning	8,633	58,852
Personnel Administration	323,954	310,572
Financial and Management Services	1,222,523	1,010,979
Library	129,562	117,168
Total	\$2,129,144	\$1,853,580

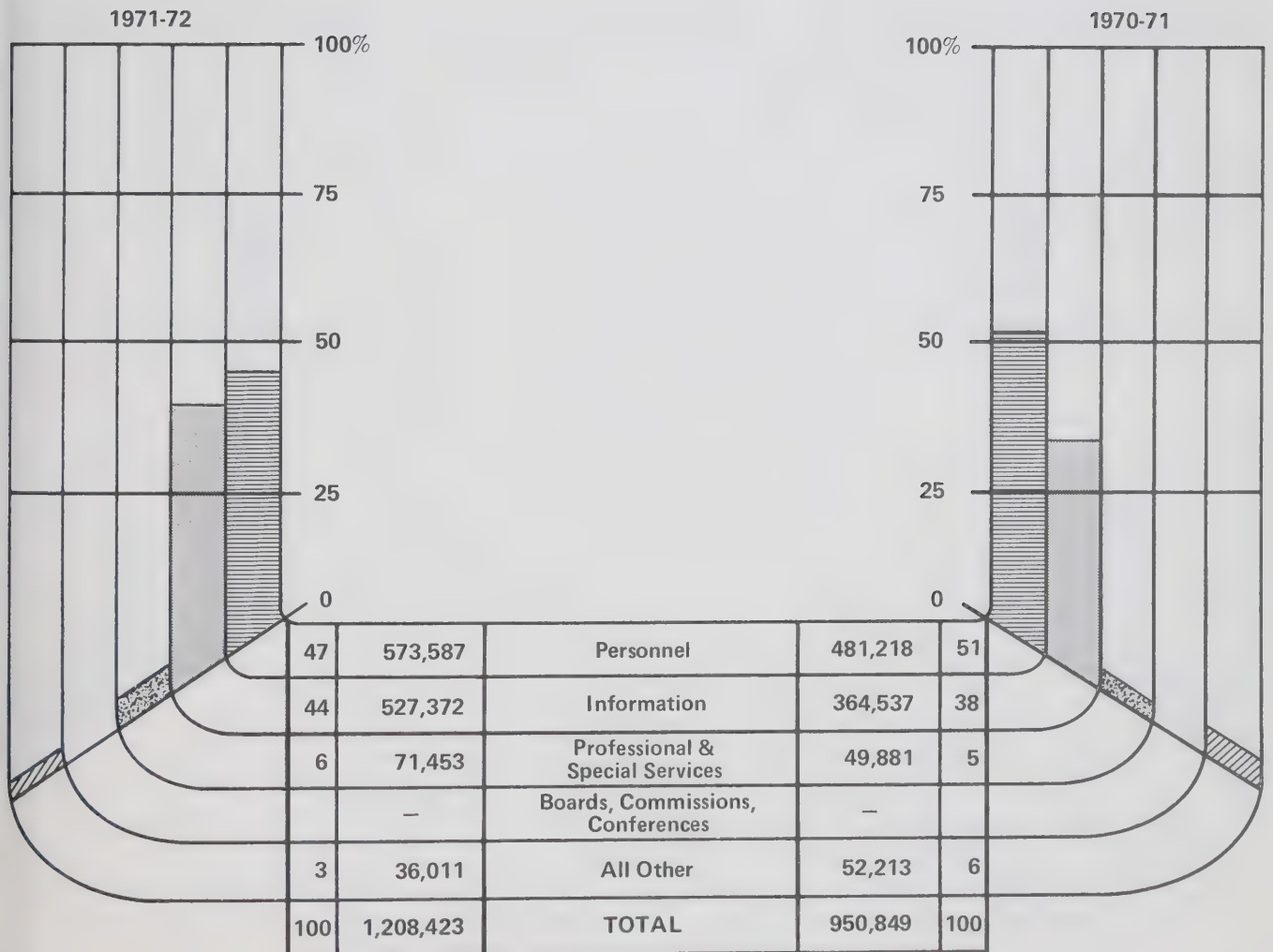
## Utilization of Financial Resources



**Comparative Statement of Expenditures 1971-72 and 1970-71**  
**PUBLIC RELATIONS AND INFORMATION SERVICES ACTIVITY**

	1971-72	1970-71
Total	\$1,208,423	\$950,849

**Utilization of Financial Resources**



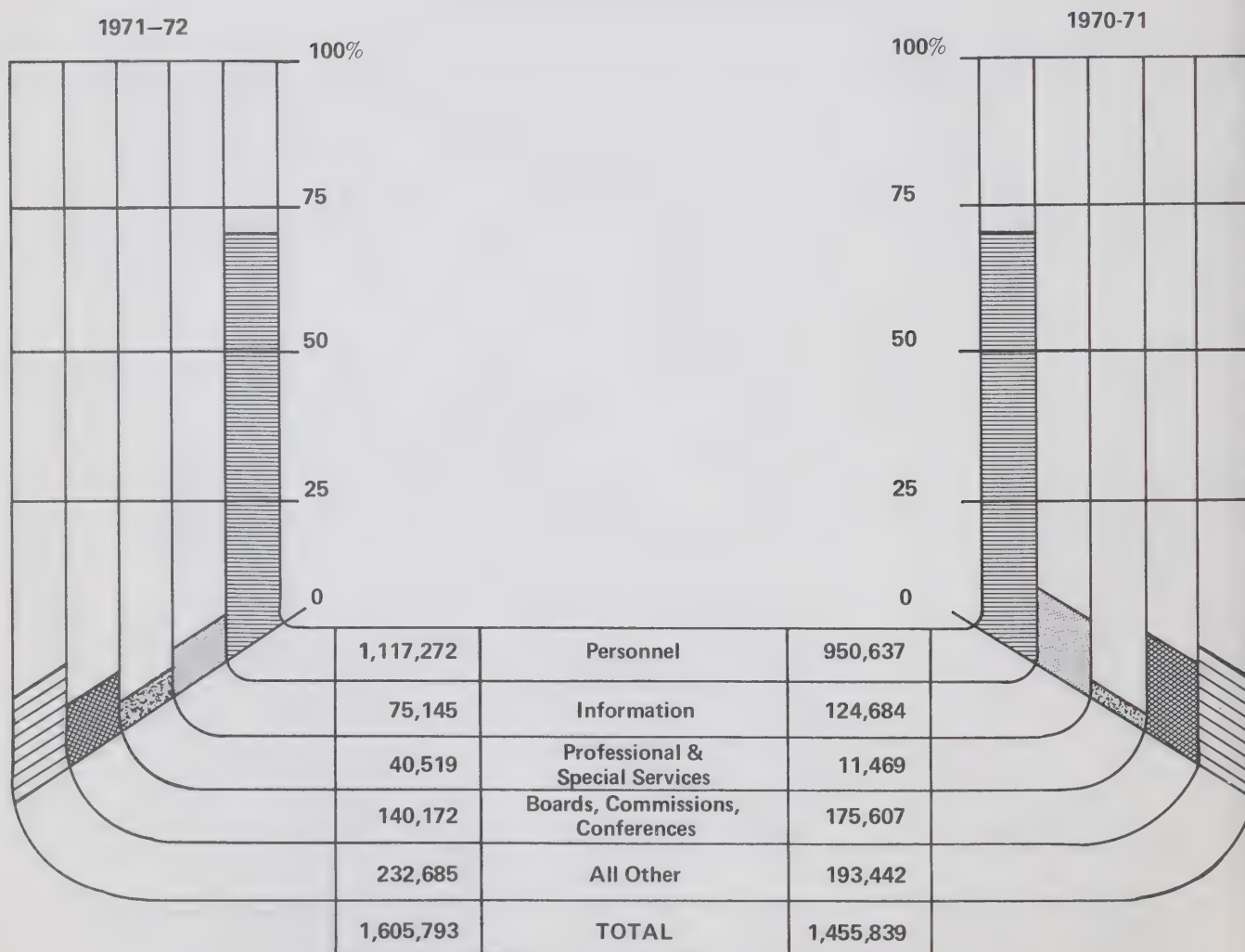


# Comparative Statement of Expenditures 1971-72 and 1970-71

## INDUSTRIAL RELATIONS ACTIVITY

Branch	1971-72	1970-71
Administration, A.D.M.'s. Office	\$ 34,848	\$ 47,073
Conciliation and Arbitration	660,114	609,741
Labour-Management	583,927	540,928
Employee Representation	221,139	211,896
Fair Employment Practices	207,222	196,155
<b>Total</b>	<b>\$1,707,250</b>	<b>\$1,605,793</b>

### How Financial Resources Were Utilized

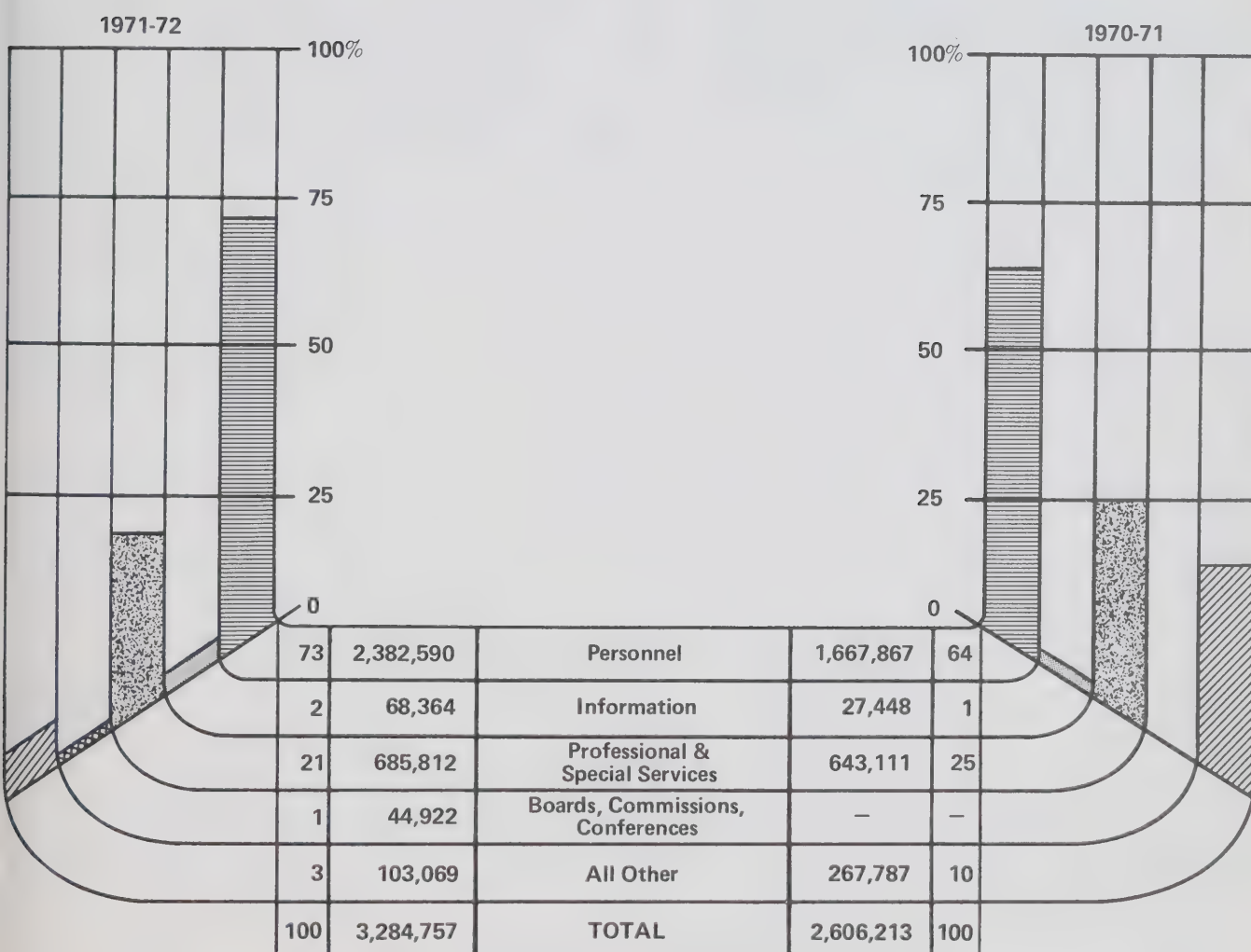


# Comparative Statement of Expenditures 1971-72 and 1970-71

## EMPLOYMENT STANDARDS ACTIVITY

Branch	1971-72	1970-71
Administration, ADM's Office	\$ 54,497	\$ 39,921
Labour Standards	1,330,035	989,658
Accident Prevention and Compensation	1,774,000	1,483,896
Women's Bureau	126,225	92,738
Total	\$3,284,757	\$2,606,213

## Utilization of Financial Resources

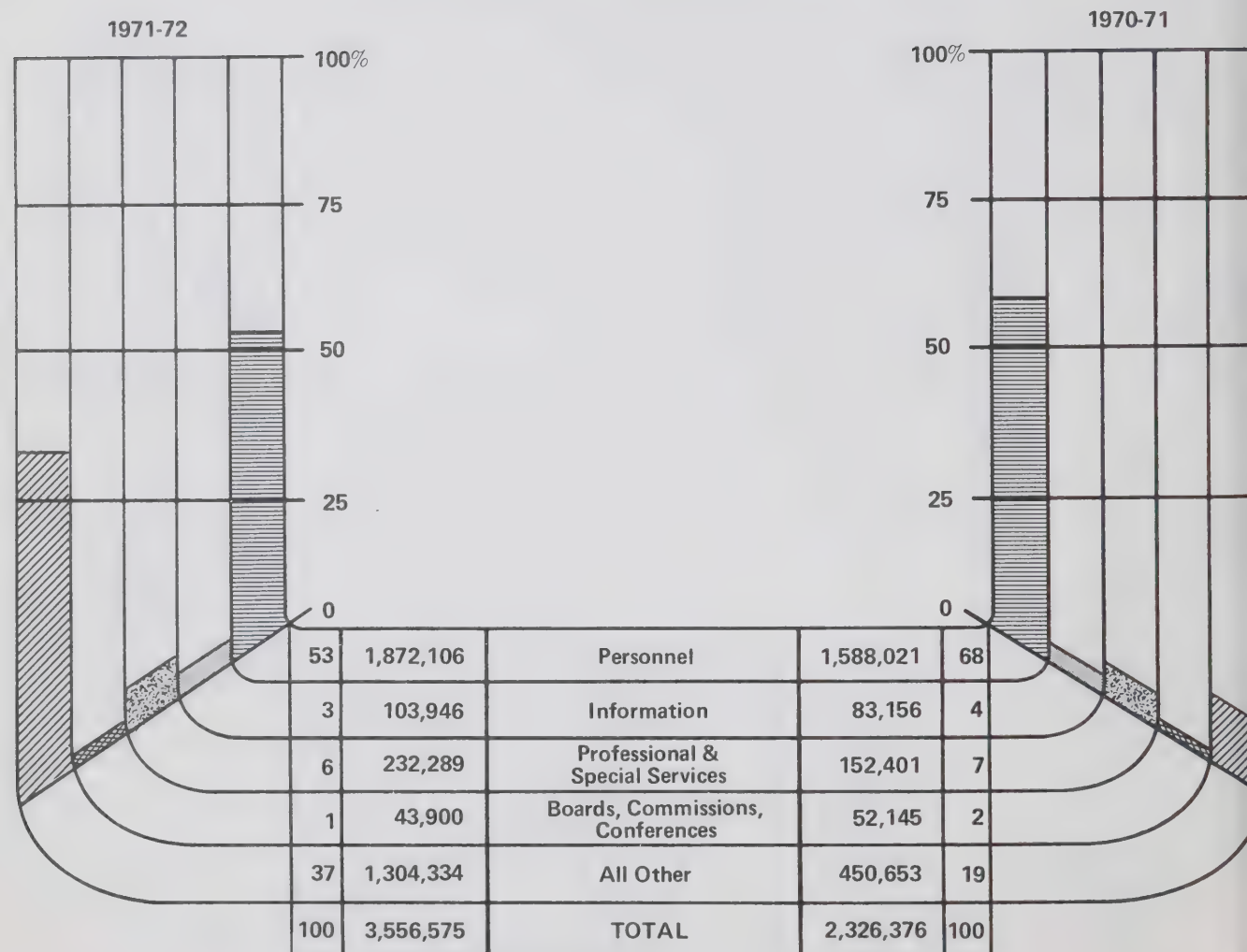


# Comparative Statement of Expenditures 1971-72 and 1970-71

## RESEARCH AND DEVELOPMENT ACTIVITY

Branch	1971-72	1970-71
Administration, Director General's Office	\$1,294,223	\$ 382,109
Economics and Research	1,752,816	1,432,807
International Labour Affairs	305,679	369,283
Legislative Research	170,672	119,065
Pension and Insurance Research and Advisory Services	33,185	23,112
Total	\$3,556,575	\$2,326,376

## Utilization of Financial Resources





## INDUSTRIAL RELATIONS PROGRAM

The Industrial Relations Program of the Department is concerned with the provision of conciliation and mediation services under the terms of Part V of the Canada Labour Code (Industrial Relations); the provision of staff support to the independent Canada Labour Relations Board; the promotion of improved forms of labour-management consultation; and the development, under Part I of the Canada Labour Code (Fair Employment Practices), of a program aimed at elimination of socially unacceptable forms of discrimination in employment, and creation of increased employment opportunities for the members of historically disadvantaged minority groups. The program is divided organizationally into four units; the Conciliation and Arbitration Branch, the Employee Representation Branch, the Labour-Management Consultation Branch and the Fair Employment Practices Branch.

### CONCILIATION AND ARBITRATION Conciliation Services

The disputes making the most demands on the Department's conciliation services during 1971-72 were those affecting airline, broadcasting, mining, railway, shipping, telephone and trucking operations.

Airline Operations - In February 1971, a conciliation officer was appointed to deal with a dispute between CP Air and Lodge 764 of the international Association of Machinists and Aerospace Workers. Some 900 employees were covered by the collective agreement, due to expire February 28. His meetings with the parties continued on a regular basis until the third week in March, when a tentative settlement was reached only to be rejected by the union membership. The parties were brought back to the bargaining table where a final agreement was reached at the beginning of April.

In another dispute affecting Air Canada and the Canadian Air Line Employees' Association, an industry specialist was assigned in August 1971 to provide mediation services to the parties in their contract negotiations. The existing collective agreement was due to expire September 30 and affected some 2,000 employees. The mediation sessions began on September 7 and terminated October 8 when an impasse was reached. At the parties' request, a conciliation officer was appointed to deal further with the dispute. At the end of October, conciliation broke down. On November 24 a conciliation board was established; its report was received in the third week of December. Further negotiations between the parties, based on the recommendations of the board report, produced a settlement.

A critical dispute affecting Air Canada and the International Association of Machinists and Aerospace Workers received the services of a conciliation officer in May. The collective agreement, which had expired in February, affected some 6,300 workers. After regular daily meetings, the conciliation reached an impasse in June. At the request of the parties, the Minister waived the conciliation board stage and the conciliation officer re-entered the dispute in early July as a mediator. He was joined later in the month by other senior officers of the department. After intensive sessions, the mediation team brought the parties to a settlement July 22 and a rotating strike situation was prevented from developing into a full-scale work stoppage.

Broadcasting Operations - A conciliation officer and an industry specialist first dealt with a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians. A board was appointed and fully constituted in late September. Its report was submitted to the Minister in mid-November. In the absence of recommendations on the principal economic and non-economic issues, the Minister reconvened the board on November 23. After further deliberations, the board made a report containing its unanimous findings and recommendations in January 1972.

In late January, the union began a rotating strike, which affected CBC production centres across Canada. A few days later, the Minister appointed the conciliation officer and the industry specialist as mediators in the dispute. The union continued its rotating strike and the mediators held continuous meetings with the parties. As the fiscal year ended, no settlement had been reached.

Mining Operations - In early April, the Minister appointed a conciliation board to deal with a dispute between Eldorado Nuclear Limited (mining and exploration division), Eldorado, Sask., and the United Steelworkers of America. The dispute had earlier received the services of a conciliation officer. The existing collective agreement had expired in the previous February and some 440 employees were affected.

In August, a conciliation board submitted a unanimous report to the Minister. The report was accepted by the company and rejected by the union. A strike began on August 29. In mid-October an industry specialist was appointed by the Minister to mediate the dispute. After continuous intensive mediation sessions a settlement was reached on November 2.

Railway Operations - An industry specialist successfully mediated disputes involving the Canadian National Railways and the Canadian Pacific Railway Company and the United Transportation Union. The disputes affected some 14,000 trainmen and 2,450 firemen-helpers. The industry specialist began his meetings with the parties in April and regular daily sessions produced a settlement about mid-May without reference to formal conciliation proceedings.

Shipping Operations - On the Great Lakes a contract renewal dispute involved the Canadian Merchant Service Guild and the Canadian Lake Carriers Association representing a number of Great Lakes shipping companies. Some 600 deck officers were affected. The existing collective agreement was due to expire on May 31, 1971. The conciliation officer who was appointed was later joined by an industry specialist and a settlement was reached before the expiry date of the collective agreement.

A related dispute again involved the Canadian Lake Carriers Association; the union was the Canadian Marine Officers' Union. A conciliation officer was appointed in early May to deal with this dispute concerning the renewal of the collective agreement due to expire at the end of the same month. Some 1,200 employees were affected. The conciliation officer was unable to bring about a settlement and a conciliation board was established in mid-August. The board was able to bring about a settlement between the parties which was later ratified.

An industry specialist was assigned, as the previous year ended, to deal with a dispute affecting the St. Lawrence Seaway Authority and the Canadian Brotherhood of Railway, Transport and General Workers. The existing collective agreement expired on December 31, 1970; it covered some 1,200 employees. No settlement could be reached at this stage and a conciliation board was established by the Minister in mid-April. The parties agreed to further mediation and the constitution of the conciliation board was held in abeyance. The mediators brought about a settlement at the end of April and the conciliation board was cancelled.

Telephone Operations - A conciliation officer was appointed in July to deal with a dispute affecting Bell Canada and the Traffic Employees' Association; some 8,500 employees were affected. The existing collective agreement was due to expire on August 24. No settlement could be arranged at this stage and the Minister appointed a conciliation board. The board was fully constituted in September; the report was received in early November. After a strike vote, the union prepared to initiate strike action. In mid-November, however, the Minister appointed two mediators and negotiations were resumed. Several sessions of daily mediation brought about a settlement which was later ratified by the union membership.

Trucking Operations - An important Ontario trucking contract dispute received the services of an industry specialist, who was appointed conciliation officer in June. The dispute affected the Motor Transport Industrial Relations Bureau of Ontario (Inc.) and several locals of the International Brotherhood of Teamsters. The existing collective agreement which covered some 9,000 employees, was due to expire on September 30. When no settlement could be arranged, the Minister appointed a conciliation board in mid-July. The board was fully constituted in early August.

The report of the conciliation board was received in the third week of September. A strike was imminent. Further mediation was requested by the parties; two officers of the Branch brought the parties back to the bargaining table. Also participating in the mediation was an officer of the Ontario Department of Labour, which had jurisdiction over some of the companies represented by the Bureau. The joint mediation began on September 28 and on October 2, after marathon mediation sessions, a settlement was reached.

Conciliation Proceedings during Year - During the fiscal year conciliation officers effected settlements in 90 of 175 labour-management disputes referred to them; 33 of the 175 disputes had been carried over from the previous year. Conciliation officers were unable to arrange settlement of 47 disputes and recommended the appointment of conciliation boards. In three cases, legal strikes occurred. There were 35 disputes in the hands of conciliation officers at the close of the year.



Conciliation boards were appointed to deal with 47 disputes. In addition, 14 conciliation boards were carried over from the previous year. In 38 of the 61 disputes, settlements were obtained on the basis of the boards' reports and in post-conciliation negotiations, or through Departmental mediation services. Seven disputes were not settled and legal strikes occurred. Conciliation boards were dealing with 15 disputes at the close of the year. One dispute lapsed.

#### INDUSTRY SPECIALIST PROGRAM

Industry Specialists use the techniques of preventive mediation and early mediation. They act as conciliation officers and as post-conciliation mediators. To deal with various technical aspects of labour-management problems, the Industry Specialists receive support from other branches of the Department, such as Economics and Research; Labour-Management Consultation; Accident Prevention and Compensation; and Labour Standards.

Preventive mediation is applied, for example, during the closed period of the collective agreement; the Industry Specialist is able to assist the parties in resolving certain issues and problems, with the result that fewer issues are left to be dealt with in the next agreement negotiations and bargaining is less contentious. Early mediation has been used with success in contract renewal disputes. The parties have requested the mediation services of an Industry Specialist in the period when the contract is open for renewal and the record has shown satisfactory results in that settlements have been reached before the expiry dates of the contracts.

In other instances, the Industry Specialists have been appointed as conciliation officers under the Act and have been able to bring about settlements without the necessity of referring disputes to conciliation boards. Industry Specialists have provided successful mediation services also after conciliation boards have reported and in other cases their mediation has brought about strike settlements.

Since the inception of the program, to the end of the fiscal year, Industry Specialists have been assigned 99 cases in various categories. They have achieved successful results in 86 per cent of the cases that were dealt with to finality.

#### OTHER PROCEEDINGS

Applications for Consent to Prosecute - The Minister received 29 applications for consent to prosecute under Section 152 of the Canada Labour Code (Part V). Twenty-four were granted; three were withdrawn; one lapsed and one is pending.

Complaints of Violation of the Code - Four complaints of alleged violation of provisions of the Code were made. Two resulted in the granting of consent to prosecute, 1 was withdrawn, and 1 lapsed.

Arbitration - During the year the Minister received, from parties to collective agreements, 53 requests for the designation of an arbitrator to deal with differences arising between the parties concerning the meaning or violation of the collective agreements. In 35 cases an arbitrator was named. Of the remainder, the requests either lapsed or were withdrawn, or other arrangements were made by the parties. The designation of an arbitrator by the Minister is not a statutory requirement but is a service rendered under Section 125 of the Code.

#### EMPLOYEE REPRESENTATION

The Employee Representation Branch provides the staff functions required in the administration of the provisions of Part V of the Canada Labour Code (Industrial Relations) that involve the powers and responsibilities of the Canada Labour Relations Board. The Board is entrusted with responsibility for ensuring the orderly solution of representation disputes by determining applications for the certification or decertification of trade unions as bargaining agents; for prescribing grievance and arbitration procedures upon application; and, upon referral from the Minister of Labour, for dealing with complaints that a party to collective bargaining has failed to make every reasonable effort to conclude a collective agreement. Officers and staff of the Employee Representation Branch act as officers and staff of the Board.

#### CANADA LABOUR RELATIONS BOARD

The Canada Labour Relations Board met on 30 days during the year. There were 31 hearings in which the Board heard oral submissions and evidence presented by



representatives of employers, trade unions and various other parties concerned in 34 cases. Many cases coming before the Board are decided without the necessity for a hearing.

The 142 applications for certification of bargaining agents received by the Board affected some 9,160 workers. There were 26 applications for certification in process at the close of the previous year. Of these 168 applications, which directly affected some 10,760 workers, 89 were granted, 22 rejected, and 24 were withdrawn. At the end of this year, the remaining 33 were still in process. During the year, the Board ordered eight representation votes in applications for certification.

Of the 22 applications for certification that were refused, five were rejected because the applicants failed to establish a majority standing, eight were made for inappropriate units, four involved employees and employers engaged in a work, business or undertaking that did not come within the application of the Code, and five were refused for miscellaneous reasons.

### **Other Proceedings**

Complaints of Failure to Bargain - During the year no complaints were made to the Minister under Section 149 of Part V of the Canada Labour Code (Industrial Relations) that a party had failed to bargain collectively, and therefore no complaints were referred to the Board.

Decertification Proceedings - The Code provides (Section 117) that, where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification.

During the year four applications for revocation of certification were received. Of these four applications for revocation, three were granted and one was rejected.

The Code provides (Section 163 (2)) that a decision or order of the Board is final and conclusive and not open to question, or review, but the Board, if it considers it advisable to do so, may reconsider any decision or order made by it under the Code and may vary or revoke any such decision or order.

During the year, 14 applications for review were received and one was in process at the end of the previous year. Of these 15 applications, three were granted, four were denied, five were withdrawn, one lapsed, and two were pending.

Applications for Procedure for Final Settlement of Disputes Concerning the Meaning or Violation of Collective Agreement - The Code prescribes (Section 125) that where a collective agreement does not contain a procedure for the final settlement of differences concerning the meaning or violation of the agreement, an application may be made to the Board for the provision of such a procedure. No such application was received during the year.

### **FAIR EMPLOYMENT PRACTICES**

The Branch directed its operations during the year toward dealing with complaints of discrimination in employment or trade union membership based on race, colour, religion or national origin, pursuant to Part I of the Canada Labour Code (Fair Employment Practices). Additionally, within this sphere of its activities, the Branch - with the consent of the departments and agencies concerned - made its services available to federal Public Service employees for the investigation and settlement of discrimination complaints. A complementary activity was the promotion of broader public understanding and acceptance of the Branch's objectives and activities in combatting discrimination.

The year also saw the Branch continue its liaison activities with other federal departments, provincial human rights agencies and community groups (minority groups, employers and trade unions) thereby strengthening the promotion of mutual objectives associated with equal opportunity in employment.

A major activity during the year was participation in a detailed review, and analysis, of the provisions of Part I of the Canada Labour Code. Recommendations resulting from this study resulted in the drafting of a new Bill to amend that Part of the Code.

The Branch investigated a total of 72 formal complaints during the year, of which 19 were carried over from the previous year. In addition the Branch dealt with 136 other complaints which were informal in nature, or were outside of the scope of Part I of the Labour Code or were referred to a provincial human rights agency of resolution.

Of the formal complaints, 37 were initiated under Part I of the Labour Code while 35 originated within the Public Service. The disposition of the 72 cases was as follows: seven complaints were upheld and 36 were denied. A further 15 complaints were withdrawn or allowed to lapse by the complainants. The remaining 14 cases were still under investigation at the end of the year.

As part of its continuing program to keep members of the public informed of their rights under the Fair Employment Practices provisions of federal legislation, and to promote greater understanding of the Department's objectives in the sphere of equal opportunity in employment, the Branch disseminated a variety of publications on fair employment laws in particular, and human rights in general. More than 100,000 copies of the 10 publications produced by the Branch were issued during the year for general distribution. The Branch completed arrangements with the Department of Manpower and Immigration to provide prospective immigrants with information on Canadian fair employment laws. Copies of the pamphlet Fair Employment Laws in Canada, now published in seven languages, were distributed through the overseas offices of the Department of Manpower and Immigration.

Further promotional activities carried out with the co-operation of the Public Relations and Information Services Branch, included radio announcements designed to better acquaint the public with the provisions of Part I of the Code, and a two-week national campaign on television to help combat discriminatory practices in employment. Television networks and independent stations across Canada continued to co-operate with the Department as a public service, broadcasting material provided by the Branch to promote fair employment practices and equal opportunity in employment.

A major research program was undertaken during the year on the published works of many internationally recognized authorities in the various disciplines related to race. This research will be the basis for a series of publications to promote increased racial understanding.

#### **LABOUR-MANAGEMENT CONSULTATION**

The Labour-Management Consultation Branch made a considerable contribution toward furthering one of the Department's main objectives: promoting good industrial relations. This was accomplished by generating meaningful dialogue between union and management in all sectors of the economy, by actively promoting the formation of joint consultation committees and providing a variety of support services to existing committees. Although emphasis continued to be placed on committees coming under federal jurisdiction, there was an increased concentration of effort in the federal Public Service in 1971-72.

As of March 31, 1972, there were 497 committees representing 180,381 workers in industries under federal jurisdiction and 2,219 committees representing 631,371 employees in enterprises under provincial jurisdiction.

A shift in emphasis from local unit consultation to country-wide systems of consultation necessitated a modification in promotional procedure that has been implemented and is functioning smoothly. The Branch's Industrial Relations Officers have focussed on laying a firm foundation for any new committee, often returning as many as ten times to an establishment, before that committee is listed with the Branch.

In many cases, Branch officers became aware that fundamental changes in attitudes would be necessary before a joint consultation program could be introduced; with this end in mind the Branch held 60 educational seminars. These were designed to create an awareness of the individual and group role within the collective bargaining process and to provide participants with the necessary attitudinal structure for effective consultation. The seminars included an audio-visual presentation that Branch officers have found successful in stimulating discussion and providing information about the uniformity of approach that is so necessary in a large organization.

This procedure has produced viable units of decision-makers from both management and labour. With such a structure, a committee is capable of discussing all matters including contractual items. It was found that many problems were harmoniously resolved



before the open period of the collective agreement. In this area the Branch has made considerable progress in furthering the non-legislative aspects of the Department's programs.

The Branch's involvement in the Public Service has produced a consultation structure which, it is believed, will form the basis of multi-locale operations in the future. The structure is pyramidal in nature--local committees make decisions on matters within their sphere of authority and pass those matters that cannot be resolved to a level where the requisite authority exists.

Another aspect of the Labour-Management Consultation Branch program is the sponsoring of area labour-management conferences. Through these events, the principle of joint consultation is put into practice on a scale that involves federal, provincial and municipal governments, and union leaders and management representatives of the community itself. Three conferences were held in 1971-72.

"Problem Solving Practices in Labour-Management Relations" was the theme of the first conference held in Charlottetown on April 15, 1971. Labour and management delegates represented most areas of the Island and survey results from 113 out of the 250 delegates revealed that the conference met the expectations of 90 per cent of those present.

The Branch's second conference of the year was held in Lethbridge and was attended by 126 representatives of labour, management and university life. The theme of this conference was "Better Industrial Relations - The Key?" and the consensus of the delegates was that "the key" was better communication between all parties.

The third conference was a co-operative effort with the Government of Saskatchewan and was sponsored in an attempt to promote better industrial relations in the construction industry. It was attended by 45 representatives, principally from the Saskatchewan Construction Association and the Saskatchewan Building Trades Councils.

Another activity in which the Branch was engaged in 1971, was participation in the Union-Industries Show sponsored by the CLC Union Label Department and it was held in London, from October 2 to 6. This show, at which 108 manufacturing and service industries displayed their products, had as its theme "Labour-Management Co-operation." Some 90,000 people visited the show and much interest was shown in the Department's display.

The Branch is also engaged in publishing pamphlets and committee aids dealing with joint consultation. The LMC Committee Material Order Book, published annually, supplements the work of the field representatives by providing a variety of posters, discussion materials and other documentation to assist labour-management committees in their work.

Informative articles on the various types of joint consultation committees, the problems they have overcome and the challenges they are meeting are published regularly in the Branch's newspaper, Teamwork in Industry. This publication appears ten times a year and is distributed without charge to those interested in joint consultation. It has a circulation of 35,500 English and 14,500 French copies per issue.

The Branch produced a new publication: Labour-Management Consultation in the Public Service, a promotional and informational aid directed at those who might be affected by the introduction of joint consultation in their departments. Three reprints of previously successful booklets were also produced: Automation and you, The Joint Consultation Approach and Handbook for Labour-Management Consultation Committees.



## EMPLOYMENT STANDARDS PROGRAM

The Employment Standards Program is concerned with the development and application of standards established under the Canada Labour Code (Part III - Labour Standards, Part IV - Safety of Employees), the Fair Wages and Hours of Labour Act and related Orders in Council; with the administration of workmen's compensation legislation applying to federal public servants and merchant seamen; and with programs aimed at effecting changes in attitudes and practices relating to the status of women in order to accelerate their occupational and remuneration integration in the labour force. It is divided into three units: the Labour Standards Branch, the Accident Prevention and Compensation Branch and the Women's Bureau.

### LABOUR STANDARDS

The Labour Standards Branch is responsible for the administration of Part III of the Canada Labour Code (Labour Standards), the Fair Wages Policy of the Government of Canada and the Fair Wages and Hours of Labour Act. The Branch consists of a headquarters organization, with two divisions, and nine regional offices, in St. John's, Halifax, Fredericton, Montreal, Ottawa, Toronto, Winnipeg, Edmonton and Vancouver. One headquarters division, Standards, is responsible for the administration of Part III of the Code; the other division, Federal Contracts, is responsible for the administration of the Fair Wages Policy.

The Labour Standards Branch investigates all complaints and carries out a planned inspection program to promote compliance with the legislation. The Branch also conducts annual wage surveys to determine wage rates required to be paid on federal construction contracts.

### Canada Labour Code

The Canada Labour (Standards) Code, which came into effect on July 1, 1965, established minimum standards for hours of work, wages, annual vacations and general holidays with pay. The standards apply, then as now, to those who are employed upon, or in connection with, the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada. On July 1, 1971, the Canada Labour (Standards) Code was amended and is now referred to as Part III of the Canada Labour Code (Labour Standards).

### Part III of the Canada Labour Code (Labour Standards)

Part III introduced new standards concerning equal wages, maternity leave, group and individual notice of termination of employment, severance pay and garnishment of wages. The standards relating to termination of employment and severance pay came into effect on January 1, 1972.

Amendments to former standards included the revision of the minimum wage to \$1.75 per hour and, relating to hours of work, under certain conditions regulations may be made to modify or exempt a class or classes of employees from the application of the provisions governing standards and maximum hours and overtime. Prerequisites to such modifications or exemptions involve an inquiry by the Minister pursuant to the Code concerning the employment of employees liable to be affected and, resulting from the report of such inquiry, a determination that the application of the provisions without modification are unduly prejudicial to the interests of the employees or seriously detrimental to the operations of the industrial establishment.

Since the amendment of Part III, inquiries have been initiated concerning hours of work in:

1. Railways - employees classified as Yardmasters, Assistant Yardmasters, Locomotive Engineers, Locomotive Firemen (Helpers), Hostlers, Train Conductors, Train Baggage-men, Brakemen, Yard Foremen, Yardmen, Switch Tenders and Car Retarder Operators.
2. Shipping - employees employed in works, undertakings or businesses operated or carried on for or in connection with navigation and shipping in the Provinces of Newfoundland and British Columbia.
3. Trucking and Motor Coach industries - including employees of contractors of the Canada Post Office who transport mail by motor vehicles.

## Deferment and Suspension Orders

Prior to the amendment of 1971 there were special and transitional provisions which permitted, by Order, the deferral or suspension of the operation of Part I (now Division I), hours of work. Changes during the year were:

### Extensions.

- (a) Transport of Goods by Motor Vehicle Hours of Work Extension Order (P.C. 1968-581 and amendment P.C. 1968-1433).

The trucking industry is operating under this Order, which suspended the operation of Division I of the Code and provided interim standards for the period from July 1, 1968, to June 30, 1971. Following an inquiry, this Order has been further extended to June 30, 1972.

- (b) Transport of Mail by Motor Vehicle by Contractors of the Canada Post Office Hours of Work Extension Order (P.C. 1968-1844).

Highway drivers employed by mail contractors of the Canada Post Office are operating under this Order which suspended Division I of the Code and prescribed interim hours of work for the period from September 11, 1968 to June 30, 1971. Following the report of a Commission of Inquiry (appointed on July 29, 1971), the hours of work provisions of Part III of the Canada Labour Code (Labour Standards) were suspended until June 30, 1972 and the Hours of Work (Mail Transport) Regulations issued. These regulations prescribe the hours of work standards for employees engaged in the transport of mail by motor vehicle for contractors of the Canada Post Office for the period as set out herein.

### Expiration

Cape Breton Development Corporation Hours of Work Second Extension Order (P.C. 1969-2433).

This Order, which suspended the operation of Part I of the Code, expired on July 31, 1971. The Order established interim hours of work standards for employees of the Coal Division other than office personnel, of the Cape Breton Development Corporation.

### Revocation

On February 25, 1972, the Minister of Labour revoked the deferment of Part I of the Code in respect to employees of the Railways for the following classes: Yardmasters, Assistant Yardmasters, Locomotive Engineers, Locomotive Firemen (Helpers), Hostlers, Train Conductors, Train Baggage-men, Brakemen, Yard Foremen, Yardmen, Switch Tenders and Car Retarder Operators.

### Flexible Features of the Code

Certain provisions of the Code allow employers some flexibility in applying its standards to their operations. Consequently during the year:

- Thirty-three permits were granted under section 33 of the Code, allowing hours to be worked in excess of the prescribed maximum hours.
- Thirty-seven reports were received under section 33(5) of the Code advising that 6,983 employees had worked a total of 927,544\* hours in excess of the prescribed maximum hours.

\*This figure includes five reports totalling 441,898 excess hours which were worked by 2,590 employees in the previous fiscal year, but were received too late for inclusion in 1970-71 statistics.

- Two hundred and forty-one reports were received in connection with section 34(2) of the Code advising that 13,836 employees had worked 180,933 emergency hours over the maximum hours allowed.
- Fifteen notifications of substitution of a general holiday, affecting approximately 2,763 employees were received under section 51(1)(a) of the Code; and fifty substitutions, affecting approximately 1,598 employees, were approved by the Minister under section 51(1)(b) of the Code.

- Three exemptions from furnishing information in writing in pay statements as required by section 68(1) of the Code, were granted by the Minister under section 68(2) of the Code; one previous exemption granted by the Minister was revoked.
- Thirty averaging plans of 13 weeks or less were reported as having been adopted, under section 6 of the Regulations, affecting approximately 1,687 employees.
- Nineteen averaging plans in excess of 13 weeks were authorized under section 5 of the Regulations, affecting 268 employees.
- When the minimum hourly wage was amended July 1, 1971, one exemption under section 11 of the Regulations in respect of trainees was revoked and two new exemptions were issued by the Minister.
- Nine approvals to waive annual vacation were authorized under section 14 of the Regulations, affecting 17 employees; and 8 notifications of postponement of annual vacation, affecting 8 employees, were received under section 15(a) of the Regulations.
- Forty-eight approvals of a year of employment, other than the employee's anniversary date, for vacation purposes were granted under section 16 of the Regulations.

#### **Operations under Extension Orders**

- (a) Transport of Goods by Motor Vehicle Hours of Work Extension Order.
  - Under this Order during the year, 5 averaging plans of 13 weeks or less were adopted for 29 highway drivers.
  - Six averaging plans in excess of 13 weeks were authorized for 150 highway drivers.
  - The Minister approved 20 permits under section 8(1) allowing hours to be worked in excess of the maximum hours prescribed in the Order.
  - Twenty-four reports were received under section 8(5) of the Order advising that 488 employees had worked a total of 8,338 hours in excess of the prescribed maximum hours.
  - Forty-four reports were received under section 9(2) of the Order advising that 2,110 employees had worked a total of 10,228 emergency hours over the maximum hours allowed.
  - Five reports were received under section 12(2) of the Order advising that 16 highway drivers had worked a total of 617 emergency hours over the maximum hours allowed in averaging periods.
- (b) Transport of Mail by Motor Vehicle by Contractors of the Canada Post Office Hours of Work Extension Order--now Hours of Work (Mail Transport) Regulations.
  - One averaging plan of 13 weeks or less was adopted under section 9(1)(a) affecting 3 employees.
- (c) St. Lawrence River and East Coast of Canada Transportation of Goods by Ship Hours of Work Extension Order.
  - During the year one permit was authorized by the Minister under section 9(1) allowing hours to be worked in excess of the maximum hours prescribed in the Order.

#### **Enforcement Program**

During the year, 866 complaints made by employees were investigated. Of these, 491 involved violations of the Code, which resulted in wage arrears recoveries of \$71,917.

In this same period, 1,436 companies employing approximately 37,643 employees were inspected. Of these, 666 companies were in compliance with the standards of the Code;



283 did not appear to come within the jurisdiction of the Code; 57 were out of business; 110 of these firms did not have adequate records, and the remaining 320 firms were found to be in violation of the provisions of the Code. These violations involved wage arrears settlements of \$177,252 on behalf of 2,779 employees.

#### **Federal Contracts for Construction, Remodelling, Repair or Demolition**

The Fair Wages and Hours of Labour Act and Fair Wages Policy Order P.C. 1954-2029 establish standards to govern wages, hours of work and other working conditions for workmen employed on work carried out under contracts with the Federal Government or with the aid of public funds.

During the fiscal year 1971-72, the Branch issued 5,326 schedules of labour conditions to contracting authorities. This compares with 5,115 schedules issued during 1970-71 and 3,438 during 1969-70.

Contracts for Services. Although Fair Wages and Hours of Labour Legislation does not apply to contracts for services, schedules were issued for service contracts at the request of a number of government departments and agencies for work such as interior cleaning of public buildings, moving office furniture and supplies, landscaping, removal of snow and garbage and catering to army camps and other establishments.

#### **Enforcement Activities Under the Fair Wages Legislation**

All complaints about failure of contractors to comply with the standards were investigated. In addition, a policy of planned inspections was maintained.

During the fiscal year, 1,213 inspections were made of wages and hours of work and other labour conditions, including the non-discrimination provisions being observed by contractors on government contracts. Of the 1,213 inspections carried out, 835 involved main contractors and 378 subcontractors. The corresponding figures for 1970-71 were 1,329,997 and 332, respectively.

The enforcement of the required labour conditions and fair wage schedules during 1971-72 resulted in the collection of a total of \$107,193 from 140 contractors for distribution to 1,060 workers to satisfy wages owing by the contractors. During the fiscal year 1970-71 arrears amounted to \$143,784 affecting 1,475 employees of 158 contractors.

#### **Fair Wage Rates**

During the year, 6,121 fair wage rates were established to apply on government contracts and 1,053 additional rates of pay were determined to apply to employees of government departments and agencies as a result of 232 requests.

Wage surveys affecting 76 zones were conducted to obtain information about wage rates being paid by construction contractors and non-construction employers in various areas in Canada. During the wage surveys, 3,298 employers, employing 96,796 hourly paid workers, were contacted. Additional information was extracted from provincial labour legislation, and from collective agreements.

#### **ACCIDENT PREVENTION AND COMPENSATION**

The principal functions of the Accident Prevention and Compensation Branch are to establish and maintain, in accordance with the provisions of Part IV of the Canada Labour Code (Safety of Employees), standard of employment safety in enterprises subject to federal jurisdiction and in the Public Service; and to administer the Government Employees Compensation Act under which employment injury benefits are provided to employees of the federal government. The Branch also administers the Merchant Seamen Compensation Act.

## **Accident Prevention Division**

### **General**

Now in the fourth year of operation and with completion of the organizational phase, accident prevention activity, which accelerated in all areas was particularly pronounced in the field where contacts increased more than six-fold over the previous year.

### **Regulations, Standards and Data Sheets**

Regulations covering nineteen major employment safety and health subjects have been developed over the past two and one half years in close consultation with the principal interested parties and various safety specialists. Twelve of these sets of regulations - those pertaining to Dangerous Substances, Machine Guarding, Noise Control and Confined Spaces are typical - were approved by the Privy Council as of March 31 and four other sets of regulations were under review by solicitors of the Privy Council Office. The technical drafts of the remaining three sets of regulations were substantially completed and ready for legal review.

The Division continued to be represented on the boiler and pressure vessel and elevating devices committees of the Canadian Standards Association and the CSA Standards Policy Review Board.

Twelve technical data sheets covering such subjects as Lockout and Work Permit Systems, Industrial Buoyancy Equipment, The Safe Use of Slings, Explosive Actuated Hand Tools, etc. were issued.

### **Safety Inspections, Audits and Surveys**

Twenty thousand safety inspections of boilers pressure, vessels, elevating devices and electrical and gas installations were conducted on behalf of the Canada Department of Labour by provincial inspectors who have been designated Canada Safety Officers. Approximately 6,000 work place safety inspections were completed.

A major proportion of the regional manpower resources of the Accident Prevention Division were devoted to the conduct of Safety Audits. This is a new technique that not only identifies and evaluates unsafe working conditions but determines the overall effectiveness of the enterprise's accident prevention program by appraising each element, such as safety policy and attitude, responsibility and accountability for safety, the safety organization, education and training, accident investigation, statistics, etc.

Thirteen national safety audits, and 16 regional or local audits were completed. CP Rail, Air Canada and the Post Office Department are typical of the organizations covered by national safety audits and National Harbours Board (Churchill), Reimer Express Lines Ltd. (Manitoba), and CP Air (B.C.) are typical of regional audits.

There were 296 technical surveys of work environments believed to be hazardous. Of special interest were in-depth surveys of respirable dust conditions in the coal mines of the Cape Breton Development Corporation and in terminal and country grain elevators and a survey of laboratory ventilation facilities of federal departments in the National Capital Region.

### **Consultation Activities**

More than 1,000 meetings were held with employers, employee unions and other parties to resolve problems concerning the interpretation of the regulations, and compliance with safety directions; to deal with complaints and to provide technical advice on specific problems and the upgrading of accident prevention programs. Approximately half of these meetings concerned the upgrading of accident prevention programs, with particular emphasis on proper investigation of accidents.

### **Education and Training**

A film entitled "The Unplanned" was produced on behalf of the Department by the National Film Board. The film is designed to assist in improving the quality of accident investigation and to increase knowledge of accident causation as distinct from injury causation. Since the film became available in November 1971, 60 prints have been sold

and numerous loans have been made from the Regional Safety Offices and National Film Board libraries.

Six brochures were issued as guides to the improvement of accident prevention programs or to explain the regulatory and consultative role of the Department in accident prevention: Canada Safety Inspection Guide, Canada Safety Audit Guide, Accident Investigation and Reporting, Minor Injury Employment Accidents, Accident Prevention and Regulatory Control, and Canada First Aid Supplies Guide.

Safety Officers of the Division conducted or participated in more than one hundred training seminars concerning accident prevention fundamentals, accident investigation and reporting and other accident prevention matters.

### Statistics

It is estimated that there were between 25,000 and 30,000 disabling injuries in enterprises subject to Part IV of the Canada Labour Code (Safety of Employees) and that the number of man-days lost as a result of these injuries was in excess of 500,000 or approximately one day lost for every man employed.

The disabling injury frequency rate for the Public Service was higher in 1971-72 than in 1970-71 but the magnitude of the increase was less than in previous years and less than the 11 per cent annual increase in the industrial sector. This seems to indicate that the vigorous accident prevention activities initiated in the Public Service sector within the past two years were beginning to be felt. The number of disabling injuries experienced by 240,000 employees exceeded 11,000 and the number of man-days lost was approximately 200,000.

The total man-days lost due to disabling injuries in the Public Service and in the private sector subject to Part IV of the Canada Labour Code is estimated to have exceeded 700,000 in 1971-72 or about 20 days per disabling injury. This total of man-days lost exceeds the days lost due to strikes and lockouts in these sectors.

### Accident Compensation Division

The Accident Compensation Division of the Accident Prevention and Compensation Branch is responsible for the administration of the Government Employees Compensation Act which provides employment injury coverage for approximately 275,000 employees of 108 federal departments and agencies.

A total of 26,265 accidents were reported during the year, an increase of 2,081 over the previous year. Total disabling injuries increased from 12,565 in 1970-71 to 14,123 in 1971-72 and their percentage of the total reported increased by 1.12 per cent. Fatal accidents reported numbered 23, a decrease of 7 from the previous year. The ratio of total injuries to employees was 1 to 10 and of disabling injuries 1 to 19.

Permanent disability allowances and pensions are being paid to approximately 1,970 employees, former employees or their dependants for injuries arising out of and in the course of their employment.

Of the 26,265 accidents reported, 539 required only first aid treatment and 680 claims were not accepted because the reported injuries were not attributable to the claimant's employment or the injured person was not an employee of the federal government.

Some Crown agencies, whose employees are covered under the Act, reimburse the Consolidated Revenue Fund for the cost of their accidents, including administration charges, while others pay an assessment based on a percentage of their payroll thus reducing the gross disbursements made by the Branch for compensation and administration expenses.

The majority of employees who were injured in accidents in which a third party was involved elected to claim compensation under the Government Employees Compensation Act thereby subrogating their rights of action against the third party to Her Majesty. The number of new claims received in which a third party was involved increased by 43 over last year for a total of 946. Of these claims 739 were disposed of by the Branch either by settlement or because a case against the third party could not be substantiated and 88 were referred to the Department of Justice for further action, an increase of 42 over last year.



Cases pending at April 1, 1972, were 664 an increase of 119 over those on hand at April 1, 1971. The total revenue from third party claims, the highest of any year to date, was \$185,614.62. Of this total, \$25,157.55 was paid to 43 claimants and Treasury Board approval was being sought for payment of \$14,839.78 to three additional claimants. The balance was retained to cover costs of the claims.

Senior officials of the Division visited each of the provincial workmen's compensation boards during the year to discuss mutual problems relating to the adjudication and recording of claims. This year all the boards co-operated with the Division in adopting a system of coding the employer's name for each claim listed on their monthly statements thus facilitating the allocation of charges.

Accident statistical reports have been provided for all employers to keep them advised of their employees' accident experience. The computerized statistical program is constantly under review and this year further changes in the program were made so more specific information can be retrieved.

During the summer of 1971, the Division, in collaboration with the provincial workmen's compensation boards, supervised a fund created with Treasury Board approval to provide compensation coverage for youths participating in approved projects under the Opportunities for Youth Program. Some 80 injuries costing to date approximately \$15,000 were reported. These costs are recoverable from the Opportunities for Youth Program.

The Treasury Board also authorized the Division to make arrangements with the workmen's compensation boards to adjudicate claims from persons employed on approved projects under the local Initiatives Program when coverage for these persons was not available under any provincial workmen's compensation act. The proposed termination date for projects under this program is May 31, 1972, and therefore the number of claims and their costs are not known. The total costs will be recovered from the Department of Manpower and Immigration.

The following statistical tables are attached:

Table 1 - Distribution of claims by provinces and type of claim Table 2 - Gross compensation and administration expenses by province Table 3 - Injury Statistics by Department and Agency.

### **Merchant Seamen Compensation**

The Merchant Seamen Compensation Act provides coverage for seamen engaged on a ship registered in Canada or chartered by demise to a person resident in or having his principal place of business in Canada while such ship is engaged on a foreign or home-trade voyage as these voyages are described in the Canada Shipping Act and who are not covered under any provincial workmen's compensation legislation or the Government Employees Compensation Act.

The Act is administered by the Merchant Seamen Compensation Board which is composed of three senior Public Service employees appointed by the Governor-in-Council. The Chief of the Accident Compensation Division is Secretary to the Board.

Of the 47 claims received during the year, 8 were for medical treatment only and 8 others could not be considered as they did not come within the scope of the Act.

Supplementary payments were made to 4 dependent children who attained the age of 18 but were still attending school. Supplementary pensions were being paid to 23 widows of seamen who died as a result of accidents in their employment and to 18 dependent children.

For a statistical summary of claims received in the last five years, see Table 4.

### **WOMEN'S BUREAU**

Wide community interest in the position of women in society generally, and the status of women workers in the labour force in particular, created heavy demands on the Bureau, from the public in all areas of the country and from within the government itself.

TABLE 1

## Accident Claims Reported in 1971-72, By Province and Type of Claim

	Minor Injuries		Disabling Injuries			Fatal	Disallowed <sup>3</sup>	TOTAL
	First Aid	Medical Aid	Compensation	Injury Leave <sup>1</sup>	Permanent Disability			
Newfoundland . . . . .	6	101	31	109	0	0	5	247
Prince Edward Is. . . . .	2	47	7	48	0	0	0	104
*Nova Scotia <sup>2</sup> . . . . .	15	1,967	2,333	871	128	3	302	5,317
New Brunswick . . . . .	13	487	48	281	2	0	7	831
Quebec . . . . .	27	2,052	382	2,693	32	6	48	5,192
Ontario . . . . .	254	3,800	557	3,644	3	7	236	8,265
Manitoba . . . . .	44	399	98	420	1	1	7	963
Saskatchewan . . . . .	17	399	68	235	1	0	4	720
Alberta . . . . .	62	557	120	701	3	6	22	1,449
British Columbia . . . . .	76	1,497	150	957	2	2	49	2,684
Yukon & N.W.T. . . . .	23	291	99	63	2	3	—	481
Outside Canada . . . . .	0	6	2	4	0	0	—	12
TOTAL . . . . .	539	11,603	3,895	10,026	174	28	680	26,265

\* Includes claims for Cape Breton Development Corporation.

<sup>1</sup> Cases in which salary is continued in lieu of compensation.<sup>2</sup> Includes 3,281 claims from the Cape Breton Development Corporation.<sup>3</sup> Included in total claims reported.

TABLE 2

## Compensation Disbursements and the Federal Government's Share of Administrative Expenses by Province

Province	Compensation Costs 1971-1972	Administration Costs 1971
Newfoundland . . . . .	\$ 56,095	\$ 5,175
Prince Edward Island . . . . .	27,352	2,321
Nova Scotia . . . . .	320,007	30,495
Nova Scotia (Cape Breton Development Corporation)	1,965,790	180,472
Nova Scotia (Cape Breton Development Corporation Old Silicosis) . . . . .	200,194	
New Brunswick . . . . .	135,875	25,305
Québec . . . . .	1,211,663	256,564
Ontario . . . . .	1,409,377	182,063
Manitoba . . . . .	129,981	13,906
Saskatchewan . . . . .	192,938	31,973
Alberta . . . . .	542,005	60,680
British Columbia . . . . .	416,483	79,681
TOTAL . . . . .	\$6,607,760	\$868,635

TABLE 3 – INJURY STATISTICS

## A. Public Service Departments

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate	Total Injuries	Injuries Per 100 Employees
Agriculture . . . . .	251	14.33	653	7.27
Auditor General's Office . . . . .	1	1.84	1	.36
Canadian Government Printing Bureau . . . . .	16	4.65	50	2.84
Canadian Grain Commission . . . . .	50	24.08	87	8.17
Canadian International Development Agency . . . . .	1	.50	3	.29
Canadian Penitentiary Service . . . . .	312	29.78	722	13.24
Canadian Radio-Television Commission . . . . .	1	1.64	5	1.60
Canadian Transport Commission . . . . .	0	0	1	.18
Chief Electoral Officer . . . . .	0	0	1	3.33
Commissioner of Languages . . . . .	0	0	0	0
Communications . . . . .	10	3.16	31	1.91
Consumer and Corporate Affairs . . . . .	14	4.23	40	2.36
Energy, Mines & Resources . . . . .	44	6.64	153	4.51
Environment . . . . .	180	8.83	508	4.86
External Affairs . . . . .	8	1.03	14	.35
Finance . . . . .	2	2.10	5	1.02
Government House . . . . .	0	0	2	2.82
House of Commons . . . . .	17	8.09	31	2.88
Immigration Appeal Board . . . . .	0	0	0	0
Indian Affairs & Northern Development . . . . .	410	22.15	813	8.57
Industry, Trade & Commerce . . . . .	10	2.29	19	.85
Information Canada . . . . .	11	10.79	23	4.40
Insurance . . . . .	1	3.35	1	.65
International Joint Commission . . . . .	0	0	0	0
Justice . . . . .	3	2.14	4	.56
Labour . . . . .	8	5.61	14	1.92
Law Reform Commission . . . . .	0	0	0	0
Library of Parliament . . . . .	0	0	1	.98
Manpower and Immigration . . . . .	36	1.90	92	.94
National Capital Commission . . . . .	69	34.45	149	14.51
National Defence . . . . .	2,692	36.38	5,324	14.03
National Energy Board . . . . .	1	2.77	1	.54
National Health & Welfare . . . . .	118	7.55	273	3.41
National Library . . . . .	5	10.42	8	3.25
National Museums of Canada . . . . .	5	6.02	13	3.05
National Revenue:				
– Taxation . . . . .	58	2.79	155	1.45
– Customs & Excise . . . . .	60	3.73	152	1.84
Post Office . . . . .	4,737	54.41	7,439	16.66
Privy Council Office . . . . .	3	3.80	8	1.98
Public Archives . . . . .	7	9.73	18	4.88
Public Service Commission . . . . .	8	2.78	11	.75
Public Works . . . . .	310	20.05	666	8.40



# Public Service Department (Continued)

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate	Total Injuries	Injuries Per 100 Employees
Regional Economic Expansion . . . . .	47	11.32	99	4.65
Representation Commissioner . . . . .	0	0	0	0
Royal Canadian Mounted Police . . . . .	42	10.21	85	4.03
Secretary of State . . . . .	0	0	8	.53
Senate . . . . .	0	0	0	0
Solicitor General . . . . .	2	9.08	7	6.19
Supply & Service . . . . .	78	5.68	162	2.30
Statistics Canada . . . . .	56	5.16	118	2.12
Supreme Court of Canada . . . . .	0	0	0	0
Tariff Board . . . . .	0	0	0	0
Tax Appeal Board . . . . .	0	0	0	0
Transport:				
— Administration . . . . .	9	5.51	22	2.63
— Marine Services . . . . .	329	27.95	833	13.80
— Air Services . . . . .	247	12.49	589	5.81
Treasury Board . . . . .	1	.96	6	1.13
Unemployment Insurance Commission . . . . .	43	2.63	122	1.45
Urban Affairs & Housing . . . . .	0	0	0	0
Veterans Affairs . . . . .	451	23.13	700	7.00
<b>TOTAL . . . . .</b>	<b>10,764</b>	<b>22.80</b>	<b>20,242</b>	<b>8.36</b>

## B. Government Agencies Not Subject to Treasury Board Occupational Safety Policy

Atomic Energy Control Board . . . . .	0	0.00	0	0.00
Atomic Energy of Canada . . . . .	41	4.38	122	2.54
Bilingual Districts Advisory Board . . . . .	0	0.00	0	0.00
Canada Deposit Insurance Corporation . . . . .	0	0.00	0	0.00
Canadian Arsenal Limited . . . . .	8	8.67	23	4.86
Canadian Broadcasting Corporation . . . . .	156	8.09	325	3.29
Canadian Council of Resource Ministers . . . . .	0	0.00	0	0.00
Canadian Film Development Corporation . . . . .	0	0.00	0	0.00
Canadian Overseas Telecommunications Corporation . . . . .	6	3.83	15	1.87
Canadian Saltfish Corporation . . . . .	0	0.00	0	0.00
Cape Breton Development Corporation . . . . .	2,263	413.14	3,071	109.33
Central Mortgage & Housing Corporation . . . . .	31	7.02	69	3.05
Company of Young Canadians . . . . .	0	0.00	0	0.00
Crown Assets Disposal Corporation . . . . .	0	0.00	0	0.00
Defence Construction (1951) Limited . . . . .	2	4.54	6	2.65
Defence Research Board . . . . .	64	14.42	109	4.79
Economic Council of Canada . . . . .	0	0.00	0	0.00
Eldorado Nuclear Limited . . . . .	26	17.41	147	19.19
Eldorado Aviation Limited . . . . .	2	28.49	2	5.56
Farm Credit Corporation . . . . .	0	0.00	1	0.17
Fresh Water Fish Marketing Corporation . . . . .	32	71.35	66	28.70

Public Service Department (Continued)

Agency	No. of Disabling Injuries	Disabling Injury Frequency Rate	Total Injuries	Injuries Per 100 Employees
International Development Research Centre . . .	0	0.00	0	0.00
International Northwest Atlantic Fisheries Commission . . . . .	0	0.00	0	0.00
International Pacific Halibut Fisheries Commission . . . . .	0	0.00	1	25.00
International Pacific Salmon Fisheries Commission . . . . .	1	7.33	4	5.71
Medical Research Council . . . . .	0	0.00	0	0.00
National Arts Centre Corporation . . . . .	4	10.26	19	9.50
National Film Board . . . . .	5	2.86	25	2.79
National Harbours Board . . . . .	194	87.73	346	30.51
National Research Council . . . . .	63	9.21	161	4.59
Northern Canada Power Commission . . . . .	13	20.83	41	12.81
Northern Transportation Company Limited . . .	24	22.30	85	15.40
Prices & Incomes Commission . . . . .	0	0.00	0	0.00
Public Service Staff Relations Board . . . . .	0	0.00	0	0.00
Royal Canadian Mint. . . . .	23	39.32	51	17.00
Royal Commission of Inquiry into Non-Medical Use of Drugs . . . . .	0	0.00	0	0.00
St. Lawrence Seaway Authority . . . . .	107	31.16	222	12.61
Seaway International Bridge Corporation Limited	0	0.00	0	0.00
Science Council of Canada . . . . .	0	0.00	3	7.32
Standards Council of Canada . . . . .	0	0.00	0	0.00
<b>TOTAL . . . . .</b>	<b>3,065</b>	<b>49.09</b>	<b>4,914</b>	<b>15.35</b>

<sup>1</sup> Statistics are based on compensation claims received during the fiscal year 1971/72.

<sup>2</sup> "Disabling Injury Frequency Rate" is the number of disabling injuries per million man-hours worked.

<sup>3</sup> "All injury rates" are based on the total of medical aid and disabling injuries. Employment is calculated from man-hours worked on the basis of 1950 man-hours per man-year.

TABLE 4

**Merchant Seamen Compensation Act  
Statistical Summary**

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1967-68	33	2,300	37	33	2	2
1968-69	35	2,400	23	22	3	1
1969-70	37	2,450	28	26	1	1
1970-71	34	2,250	41	35	0	6
1971-72	30	2,000	31	26	3	2

The Bureau was represented on an Interdepartmental Committee established by the Privy Council to study the recommendations set out in the Report of the Royal Commission on the Status of Women; the Department was charged particularly with responsibilities in the area of the position of women in the Canadian economy. The Committee's report was submitted for consideration by the Social Policy Committee of the Privy Council.

Legislation amending the Canada Labour (Standards) Code and its provisions for maternity leave and equal pay for equal work, came into force during the year, as well as the new Unemployment Insurance Act which provides benefits to women workers in the event of maternity. These legislative provisions satisfied a number of recommendations which had been made by the Royal Commission on the Status of Women.

The Bureau continued to carry out a heavy promotion program by participating in workshops, conferences and study groups; by delivering speeches to organizations across the country; by participating in radio and television interviews both in Canada and abroad.

The annual publications of the Bureau, Women in the Labour Force 1970 -- Facts and Figures as well as Women's Bureau 1971 provided information and statistical data that ensured the availability of current, comprehensive statistical data.

The staff of the Women's Bureau was increased during the year. One staff member became the first woman in the federal government to participate in the Bicultural Development Program for Francophone officers. She attended York University in Toronto during the year.

In the international field, the Bureau was particularly active during the year, with the Director participating in the 24th Session of the United Nations Commission on the Status of Women in Geneva as Canadian representative; and in the International Labour Conference as an adviser to the government delegation.

Contacts were maintained throughout the year with the Department of External Affairs as well as with a number of agencies of other governments. In co-operation with the Canadian International Development Agency, the Bureau arranges study tours for foreign recipients of fellowships.



## RESEARCH AND DEVELOPMENT PROGRAM

The Research and Development Program in support of the Department's mission, is to plan and develop policies and programs through the conduct of research and the application of social science knowledge and methods, aiming for the improvement of industrial relations and employment standards, as they contribute to the quality of life.

Senior officials of the Research and Development Program serve on a number of interdepartmental committees concerned with policy development and the application of research in the labour field. Also included in the program is responsibility for the Transitional Assistance Benefit Regulations, which concern Canadian employees of the automotive and automotive parts industries whose employment is adversely affected by the Canada-United States Automotive Agreement; and the Adjustment Assistance Benefit Regulations, which concern employees in the textile and clothing industries whose employment is affected by the Government's Textile and Clothing Policy.

The Research and Development Program consists of four branches: Economics and Research, Legislative Research, Pension and Insurance Research and Advisory Services, and the Library Services.

### ECONOMICS AND RESEARCH

The Economics and Research Branch is responsible for providing research and statistical development services for the use of departmental and other government policy-makers and administrators, labour, management, educators, and the general public. The functions of the Branch are divided into three main areas: Statistical Development, Policy Research and Program Support Research.

#### Statistical Development Area

The Statistical Development Area is responsible for the Department's statistical activities, including the surveys of wages, working conditions, labour costs, accidents, work stoppages, labour organizations, major collective bargaining settlements, contract analysis, and the analysis of collectively bargained wage developments.

#### Collective Bargaining Division

Approximately 10,000 collective agreements and a lesser number of employee benefit plans in private industry and government, including all those collective agreements covering 500 employees or more were on file with the Collective Bargaining Division as of March 31, 1972. The resources of the Division are utilized to provide current wage and fringe benefit information and detailed analyses of the provisions of collective agreements for the use of managements, unions, universities and governments.

Current collective bargaining developments for major collective bargaining situations (agreements covering 500 or more employees) were published monthly in the Collective Bargaining Review. The Review provides information on changes in wages and benefits by province, industry, company, union and the number of workers affected.

In co-operation with Ontario Ministry of Labour, a monthly publication, Collective Bargaining Settlements in Ontario, is produced. Settlement information for bargaining units with 200 or more but less than 500 employees are analysed by the province, and the Division provides the same information for units with 500 or more employees.

The Division published its annual Calendar of Expiring Collective Agreements, which provides information on agreements applicable to 500 employees or more which will expire in 1972. For the first time, construction industry agreements were included.

Detailed information concerning wage developments was published and distributed quarterly in Statistics of Wage Developments under Major Collective Agreements. Two concurrent statistical series were produced. The first provided an index of the movement in base rates of pay as determined from an examination of all agreements covering 500 or more employees, construction agreements excluded, whether or not the agreement was subject to renegotiation during the quarter. The second series provided data on percentage increases in base rates as a result of the settlements during the quarter under review.

In conjunction with the Canadian Construction Association, an analysis of collective agreements in the construction industry was started in the middle of 1971. Considerable information is now available on collective agreements in that industry.

Completion of a Standard Coding Plan for the Analysis of Collective Agreements led to the coding of the provisions of all major agreements and their incorporation into a computer program. The computer program enhanced collective agreement analysis and permitted the Division to provide a variety of information rapidly on a large number of agreement provisions.

During 1971, two analytical studies were produced: Provisions in Major Collective Agreements Covering Office Employees in Canadian Manufacturing Industries (1971) and Provisions in Major Collective Agreements in Canadian Hospitals. Resumes of these studies appeared in the December 1971, January and February 1972 issues of The Labour Gazette.

#### **Labour Organizations and Labour Disputes Division**

The Labour Organizations and Labour Disputes Division is responsible for surveys and research on the trade union movement and on strikes and lockouts. The program in these two areas of responsibility serves the needs of governments, unions, employers, universities and the general public by providing regularly published information, special studies, and by complying with a large number of requests for information.

Membership and other data on labour unions are obtained on an annual basis. A handbook, Labour Organizations in Canada, contains overall statistics on union membership as well as a directory of labour organizations operating in Canada, with names and addresses of officials and other pertinent information. The 60th annual edition of this publication was prepared during the year; this edition appeared in a joint bilingual format for the first time, rather than in separate English and French editions as in the past.

Joint consultations with Statistics Canada were continued, aimed at eliminating duplication and making more efficient the collection of data from labour unions. Further adjustments were made to the co-operative arrangements for 1972 whereby the CALURA Administration of Statistics Canada obtains information from unions which have a reporting obligation under the Corporations and Labour Unions Act and makes it available to the Canada Department of Labour, while the Labour Organizations and Labour Disputes Division continues to survey independent local organizations, co-ordinating labour bodies and other related national and international organizations with which the Canadian union movement is involved. Under this plan, the requirements of the Act and the needs of the Canada Department of Labour are met by a single approach to labour organizations.

The Division took the initiative, with the co-operation of the Data Processing Division of the Department and the CALURA Administration in developing a computer program capable of producing the tabulations required by this Department and Statistics Canada.

The first of a series of studies on the structure of labour unions operating in Canada, entitled The Constitutional Framework of Union Finance, was published during the year. Several other articles on the union movement were prepared for various departmental uses.

The Division initiated a detailed examination and amendment of local union membership records dating back to 1949. A computer program was developed to facilitate this examination and to provide for retrieval of historical information. It is expected that this project, to be completed in 1972, will make possible a more detailed analysis of trends in union membership by province and by industry.

The Division continued close liaison with provincial departments of labour on matters of mutual concern pertaining to union membership and supplied them with copies of returns received from organizations operating in their respective provinces.

Substantial progress was made during the year on the development of systematic historical files on individual unions; these will provide a needed reference source for research purposes and for replying to inquiries.

The Division continued to collect and disseminate information on work stoppages on a weekly, monthly and annual basis. A new monthly research bulletin was developed and put



into operation in January 1972. This publication, composed of a brief textual analysis and current and retrospective statistical tables, is geared mainly to the needs of federal and provincial governments, as well as organizations and individuals engaged in industrial relations research or in economic analysis in which work stoppage information has relevance. While the emphasis is on the month under review, each of the March, June, September and December issues of the bulletin contained a synopsis of data accumulated up to that particular month.

The 1970 edition of the annual publication, Strikes and Lockouts in Canada, containing a textual review of highlights and extensive breakdowns of work stoppage statistics, was published during the year.

Preliminary discussions were held, beginning early in 1972, with officers of the Department of Manpower and Immigration, to explore the possible revision and simplification of the reporting of work stoppages by Canada Manpower Centres, the basic source of strike data for the program. The aim is to increase the reliability and timeliness of the data to enable the Division to respond more quickly to the fast-growing demand for information in this field. Liaison was pursued during the year under review with the provincial departments of labour in connection with work stoppage data and reconciliation of strike statistics.

The responsibility of the Department, under Section 13 of the Corporations and Labour Unions Returns Act, was carried out, and a number of requests for inspection of Section A of returns filed by labour unions under the Act were handled by the staff of the Division.

The day-to-day service provided by the Division in responding to requests for information in its two areas of responsibility increased substantially during the year.

#### **Surveys Division**

The major responsibility of the Surveys Division is to collect and disseminate information on occupational rates of pay and on working conditions of employees in Canadian industry. It also conducts special surveys on specific subjects; jointly with Statistics Canada, it participates in an annual survey of selected employer labour costs.

Wage rates, salaries, hours of labour and working conditions are surveyed by means of a questionnaire mailed to more than 38,000 employers generally having 20 or more employees. The wage rates, salaries and hours of labour part of the survey covers most industries, regions and major cities in Canada, and information on numbers of employees and rates of pay is obtained for more than 1,000 occupations. Preliminary results are released beginning in December to provide advance information on current wage rates. Final results are released first in loose-leaf form as a public subscription service and later in the form of a 400-page paper-bound volume under the title Wage Rates, Salaries and Hours of Labour. The results of the wage rate survey are used also to meet the special needs of many governmental and private agencies.

The working conditions part of the survey provides measures of the incidence of selected conditions of work and their characteristics, by Canada, province and industry. The results are published in the annual report, Working Conditions in Canadian Industry.

The October 1 survey also collects data on the frequency distribution of wage rates from all establishments which come under federal jurisdiction.

The surveys of selected labour costs conducted jointly with Statistics Canada covered transportation, communication and other utilities, finance and insurance. The mailing-out of questionnaires for manufacturing was also completed.

Plans were completed for a comprehensive independent study of the Department's wage and salary survey program which will be undertaken by a firm of management consultants in 1972. The purpose of the study is to bring the survey activities up to date and keep them in tune with changing user needs. It will include a market analysis of the demand for wage and salary data by employers, unions, research people, governments and others, which will involve interviews with officials of about 400 organizations across Canada. It is expected that the study will be completed by the end of 1972.



## **Policy Research Area**

The Policy Research Area is responsible for long-range research on problems in industrial relations and wage determination with a view to increasing understanding of the Canadian industrial relations system and its impact, and identifying new policy directions and initiatives.

### **Industrial Relations Research Division**

The general responsibility of the Industrial Relations Research Division is to research broad areas of industrial relations that are of direct interest to the Department. Individual staff members specialize in selected areas, but also assist in the analysis and evaluation of a wide range of shorter-term problems.

In-depth research in the areas of industrial conflict, collective bargaining and adjustment to technological change was continued, while a program of research into aspects of employers' organization and association for collective bargaining was initiated. The Division further revised and expanded the annual survey for the publication Industrial Relations Research in Canada. It completed reports for use within the Department, on the experience in Canada and other countries with termination of employment and severance pay arrangements, structural aspects of collective bargaining and a directory of employer's associations in Canada.

Regular contact was maintained with researchers in universities and provincial labour departments.

### **Wages Research Division**

The Division continued its work in analysing factors that explain the behaviour of wages and the role of wages in the economy. These wages include the supplements that are commonly called fringe benefits.

Wage chronologies were completed for 19 industries, tracing negotiated wage changes for over 300 specified bargaining units from 1952 to 1972. A code was devised which has been used in transferring the data from the chronologies to computer tape. This is preliminary to an extensive research study into the process of "wage-change transmission," that is, an analysis of the extent to which wage increases in one bargaining unit or group of units are influenced by, or copied from, wage increases taking place in other units negotiated previously.

Work was carried out on the study of trends in labour productivity, unit costs of production, and price behaviour in 22 manufacturing industries for the years 1949 to 1968. Writing of the final report was begun in 1971 and will be completed in 1972.

Preliminary studies were carried out into the economic factors determining wage change in automobile manufacturing and primary iron and steel. These are part of a group of planned studies which are intended to shed light on the determinants of wage behaviour and their implications for public, economic and social policy.

Work progressed on the measurement and concept of low wages. Based on this work, a series of studies on the causes of low wages are planned.

Preliminary steps were taken on a program of research into the patterns of work and leisure. Its purpose is to examine the various kinds of time off with pay provided in industry, the trend toward fewer hours of work and the form this trend takes. It is hoped, at a later stage, to investigate the preference of workers for work and the income derived from work as against leisure.

Most of the work in the Division was done by its own staff, but some projects were carried out under contract with academic economists.

### **Program Support Research Area**

The Program Support Research Area is responsible for research in support of the operational activities of the Department.

## **Federal Industries Division**

The Federal Industries Division develops comprehensive research programs to provide economic, statistical and industrial relations data for each industry under federal jurisdiction. This research is oriented toward providing information for the conciliation and mediation function of the Department. In addition, other operational and policy requirements are met with regard to each industry for other branches of the Department and other government agencies.

During the year, the Division continued studies and conducted surveys in the fields of air transportation, banking, communications, broadcasting, longshoring, railroads, trucking and shipping. Some of these studies and surveys are related to the development of regulations under the Canada Labour Code.

The Division provided specialized, as well as regular, support services to the industry specialists of the Conciliation and Arbitration Branch in the major industries under federal jurisdiction. Research support was also given to the Murchison Commission Inquiry into the hours of work in Canada's interprovincial and international trucking industry.

In conjunction with Canada's activities in the International Labour Organization (ILO), the Division provided research services for a strategic factor study of the world shipping industry, and co-ordinated a survey for ILO concerned with seafarers' holidays with pay, the protection of young seafarers and the continuity of employment of seafarers. Continuing research support was also provided to the International Labour Affairs Branch of the Department with respect to industries under federal jurisdiction.

## **Operational Research Division**

The Division continued to assist various Branches of the Department by providing research support and advisory services in planning and policy areas.

With the administrative assistance of the Surveys Division, the survey of wages and working conditions in establishments under federal jurisdiction was conducted and data on several aspects of pay and working conditions were compiled for these establishments.

With the co-operation of the Labour Standards Branch, a sample survey of working standards for establishments under federal jurisdiction was conducted to collect data on employment, hours actually worked, overtime, holidays with pay and vacations.

The Division assisted the Labour Standards Branch in providing basic data, developing policy papers and Cabinet memoranda on the proposed minimum wage and the revision of the Fair Wages and Hours of Labour Act. It also provided background material and data for several private members' bills relating to pension plans, statutory holidays, annual vacations and severance pay.

The Division prepared a study of a compensation system for inmates of Canadian federal penitentiaries; and compiled statistics on injury and cost experiences for the public service sector for the year 1970-71.

Research support to the Fair Employment Practices Branch included the compilation of information on research and studies relating to ethnic and other minority groups.

## **Economic Analysis Division**

The Economic Analysis Division served its main function of analysing and advising on general economic conditions and economic policy developments in Canada and abroad. Particular emphasis was placed on areas of economic activity that have a special impact on the programs of the Department. During the year reports were prepared monthly for departmental use and economic documents and submissions were analysed, summarized and commented upon in the development of departmental positions and policies.

## **Department of Labour-University Research Program**

The Economics and Research Branch continued to administer the Department of Labour-University Research Program, which supports research in the economic and social aspects of industrial relations. Twelve grants totalling \$37,550 were awarded to graduate students and university faculty members meeting certain citizenship and residency requirements.



## INTERNATIONAL LABOUR AFFAIRS

The International Labour Affairs Branch co-ordinates the international responsibilities of the Department. It plans and provides for Canada's participation in the programs and activities of the International Labour Organization, the tripartite agency of the United Nations Organization set up in 1919 to promote freedom and social justice. It is also concerned with other international bodies such as the Organization for Economic Co-operation and Development. The Branch is also responsible for the promotion and understanding of international labour standards in Canada, the strengthening of federal-provincial relations in the labour field and the monitoring and reporting on significant trends and developments in other countries. In addition, the Branch provides the secretariat for the Canadian Association of Administrators of Labour Legislation.

In discharging these major responsibilities the Branch organized the Second Meeting of federal and provincial deputy ministers on ILO Questions, in Ottawa, on April 21, under the chairmanship of the Deputy Minister of the Canada Department of Labour. The main items on the Agenda of the 56th Session of the International Labour Conference, held in Geneva 1971, were discussed. A number of ILO Conventions which had been reviewed at the previous meeting of Deputy Ministers, in April 1970, were examined again. These concerned minimum age for employment, equal remuneration, freedom of association and protection of the right to organize and bargain collectively and hours of work. Other Conventions which had been studied by the International Labour Affairs Branch during the year were also reviewed to determine the Canadian position with respect to their ratification.

A two-day Conference of Ministers of Labour followed on April 22 and 23 under the chairmanship of the Minister. The discussions focussed on recent and planned changes in labour law, approaches to minimum wage determination and measures to protect the rights of women in the labour force.

The Branch continued to be responsible for the secretariat of the Canadian Association of Administrators of Labour Legislation which provides a forum for provincial and federal departments of labour. Its purpose is to broaden federal-provincial consultation as well as increase the exchange of experiences in areas of interest to departments of labour in all jurisdictions. The Association has four standing committees concerned with research, labour relations, labour standards and safety which group the responsible officials in all jurisdictions.

The Annual Meeting of the C.A.A.L.L. was held in Victoria, B.C., from September 13 to 16. Under discussion were recent developments in labour legislation in Canada and a review of the work of the British Columbia Department of Labour. Two committees, the Labour Standards Committee and the Safety Committee, also met on this occasion. Mr. R.P. Campbell, Deputy Minister of Labour for New Brunswick, was elected President of the Association.

The Branch, which is represented on a number of interdepartmental committees concerned with international affairs, continued to be represented on the Interdepartmental Committee on Civil Emergency Measures which meets regularly under the aegis of Canada EMO.

### Programs Division

The Division is responsible for Canada's tripartite participation in meetings under the auspices of the ILO, as well as the OECD. During the year under review it co-ordinated Canada's participation in the 56th Session of the International Labour Conference and the 8th Session of the Building Civil Engineering and Public Works Committee, both of which met in Geneva, Switzerland. A delegation of government and worker representatives also attended the session of the Joint Committee on the Public Service. The Branch participated in three regular sessions of the Governing Body, the 183rd, 184th and 185th, held in Geneva during the year.

Senior officials of the Department took part in proceedings of the OECD Manpower and Social Affairs Committee and participated actively in the Working Party on Industrial Relations and in the Working Party on Social Indicators.

The Branch, in consultation with other interested departments, contributes to the formulation of the Canadian Government's position on technical assistance questions at



ILO meetings and analyses and assesses ILO programs in this area. It tenders advice on Canadian technical assistance programs in the labour field and assists, as required, in administering training programs for trainees to study labour administration in Canada under the auspices of the Canadian International Development Agency agreements and ILO fellowship programs. A total of ten trainees of ILO fellowship or other training programs were received in the Branch, which organized programs varying in length from a few weeks to four months.

### Studies Division

The Division continued its development of long-range analysis of various ILO Conventions considered to be most relevant to Canada, comparing the requirements of such Conventions with relevant federal and provincial legislation, in order to clarify the degree of implementation within Canada of these international standards. An indication is provided of what further action would be required to achieve full compliance with and eventual ratification of ILO Conventions by Canada. A study, Employment Injury Benefits was published and further progress was made in the preparation of other studies for publication.

The Division was involved in the preparation of briefs for the second meeting of deputy ministers of labour on ILO questions; prepared replies to an ILO questionnaire on "Minimum Age for Admission to Employment"; and reported, for the ILO, on the implementation of Conventions ratified by Canada as required under the ILO Constitution.

### LEGISLATIVE RESEARCH

The Legislative Research Branch carries on a research and informational program in the field of labour law. It analyses and interprets the labour legislation of Canada and other countries and disseminates information through regular publications and special studies. Decisions of the courts having a direct bearing on laws affecting labour are also studied. In addition, the Branch provides advisory services to the Department. The three divisions of the Branch are responsible for labour legislation research, labour law research (case law) and general inquiries.

The Branch prepared background papers and comparative studies of Canadian and other legislation in connection with amendments to the Canada Labour Code.

The Branch also assisted in studies to determine the extent to which Canadian legislation conforms to certain ILO conventions and recommendations as yet unratified by Canada. Among these were studies of hygiene in commerce and offices, ionizing radiation, maximum permissible weight, and benzene poisoning.

Publication Program - As part of its continuing program of study and analysis of Canadian labour legislation, the Branch issued a series of reports entitled Current Reports on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures. These reports outline the underlying purpose, substance and legislative history of all bills of general labour interest introduced in Canada. The preparation of these reports, made available on request to interested persons and groups is possible through the courtesy of provincial legislatures in supplying various Bills, Votes and Proceedings and Debates.

At the end of the 1971 legislative sessions, a series of articles, outlining the provisions of labour laws enacted during the year and of important regulations made under the authority of the legislation, were prepared for publication in The Labour Gazette. Reprints of the articles - on industrial relations, employment standards, human rights, industrial safety, workmen's compensation, and apprenticeship and tradesmen's qualification - will be issued in a separate publication entitled Developments in the Enactment and Administration of Labour Laws in Canada, 1970-71.

The Branch's annual publication Labour Standards in Canada was updated to December 1971. This publication sets out in narrative and tabular form the legal minimum standards in all jurisdictions with respect to child labour, minimum wages, equal pay, hours of work, weekly rest-day, annual vacations and general holidays, fair employment practices, termination of employment, maternity protection and workmen's compensation.

Two pamphlets showing the changes made in workmen's compensation and labour relations legislation during 1971, printed in The Labour Gazette, will be used to update the Department's publications Workmen's Compensation in Canada and Labour Relations

Legislation in Canada. A reference paper on current minimum wage rates was also updated, in June 1971 and January 1972, as was the paper on industrial noise in February 1972.

Significant decisions of the courts, having a direct bearing on laws affecting labour were reported in The Labour Gazette.

Other Services - As in previous years, the services of the Branch were made available to the Canadian Association of Administrators of Labour Legislation. For discussion at the Association's annual conference, a comprehensive report was prepared. It covered recent developments in the enactment and administration of labour laws in all Canadian jurisdictions.

Information on Canadian labour legislation was provided to government departments, the provinces, foreign governments, international agencies, industry, trade unions, students and others. Among inquiries that involved considerable research were those concerning Canadian legislation applicable to government contracts and the construction industry and various aspects of industrial safety. As well, the Branch prepared articles on Canadian labour legislation for various government and other publications.

Special Studies - Toward the end of the fiscal year the Branch commenced research on two aspects of labour law: collective bargaining for special groups (such as civil servants and policemen) and wage protection.

#### **LIBRARY SERVICES**

The Library Services Branch provides published information, periodical indexing, copying and literature searching services for departmental personnel as well as the entire Canadian community interested in or concerned with labour and industrial relations.

A feature of the library's acquisition policy is the development of the collection in the subject field encompassed by the broad terms of industrial relations and employment standards. Pertinent historical material is also included; in addition, foreign publications and statistical reports provide the basis for international comparisons of labour trends outside Canada.

These objectives are continually reviewed and during the past year, the review and evaluation led to the introduction of the Library Bulletin, published weekly, giving a subject index of current periodical articles, as well as recently received books and reports. Maintenance continued on the extensive series of bibliographies on labour subjects and industrial relations, updated the previous year. The large microfilm collection of union newspapers in Canada and the United States, together with microfilmed historical data, were made available for reading in the Library and, by loan to other libraries in the country.

More than 1,000 periodicals were received regularly by the Library, from which the public at large and other government departments benefited through the Library's interlibrary loan services. Reference and research facilities were available as required.

Every effort continued to be made to expand creatively the perimeters of library services to meet the needs of Canadian universities, of the Department and the public it serves.

## **FINANCIAL AND MANAGEMENT SERVICES**

The Financial and Management Services Branch provides the most efficient and effective support and advisory services with the resources available. The Branch, in co-operation with the Department of Public Works, developed preliminary plans for the design proposals for new accommodation in Place du Portage in Hull; the Manpower and Financial Reporting System was improved, particularly cost accounting; the Program Analysis Unit updated Departmental and Branch objectives and identified measurable outputs; across the country departmental accommodation was updated.

### **Financial Services Division**

During the year, management operating reports were converted from manual to computerized reports to improve information transmission to the branches to assist them in managing their programs. Steps were taken to develop a computerized system for cost accounting and output analysis. The Division was reorganized to assist in the development of this system and to improve the techniques for program forecasting and reporting.

The Labour Standards Suspense Accounts were taken over on January 1, 1972. Working with the Department of National Revenue - Taxation Division, a system was established to identify, locate and make payments to employees having wage adjustments due them under the Canada Labour Code, the first step to automating the suspense account operation.

### **Office Services Division**

The program of upgrading the field offices continued; planning regarding layout, furniture requirements and decoration was completed.

Departmental records were integrated under a central control system; completion of the project is scheduled for late 1972; 89,000 cases of compensation files were microfilmed.

### **Data Processing Division**

The Data Processing Division maintained and reviewed on-going systems and developed new systems. The Canadian Construction Industry Agreement System was designed to edit and tabulate data for the industry on a monthly basis; a Personnel Retrieval system permits personnel officers access to the Personnel Statistics file to extract in report form variable requests. Two mailing systems were set up, one for Labour Standards and one for Accident Prevention, which permit automated addressing. With Statistics Canada, the Data Processing Division developed the Labour Organizations system to produce more than 300 reports dealing with labour organizations within Canada.

Two other major systems developed were Collective Agreements and Collective Bargaining Wage Statistics. Collective agreements were designed to create, maintain and update a data base of collective agreements and to answer queries received from unions and industry by occupation. Queries can be answered within a two-hour period. Collective Bargaining Wage Statistics, now in its final phase, will be used to retrieve wage figures obtained from collective agreements.

The Division upgraded the U9200 computer terminal for a high-speed 2400 Mohawk, giving twice the capacity as the previous terminal; keypunches were upgraded to IBM 129 to meet the Department's additional service demands.

### **Management Improvement Division**

The Management Improvement Division provided management with advice and assistance in developing improved organization structures, new and improved systems, effective procedures and efficient work methods.

The implementation of new concepts and techniques, related to modern management thinking on the benefits of Planning, Programming and Budgeting was begun. The first phase was the setting or clarification of organizational objectives, functions and activities.



## **Transcribing Services**

Through organizational change, Transcribing Services, which formerly came under Office Services, became a division and after many months of planning, the two units of Transcribing Services were amalgamated and centralized.

The Division, although mainly a production unit, established a training area which will operate in conjunction with the training section of the Personnel Administration Branch.

## **PERSONNEL ADMINISTRATION**

The overall activity of the Personnel Branch continued at a high level with the addition of several new programs by Treasury Board and the Public Service Commission. A number of Branch reorganizations placed high priority on classification and staffing services. Additional personnel staff requirements were kept to a minimum; however, one additional man-year was called for and approved under the special Treasury Board program.

### **Manpower Planning and Staffing**

The year was spent in the refinement of the new staffing procedures introduced the previous year and the development of the staffing team to a high level of effectiveness. Major areas of difficulty were in the staffing of the Economist and Secretarial/Stenographic occupational groups, where there are severe shortages of qualified persons.

As a result of a Training Interest Survey conducted throughout the Department, a comprehensive two-year training and development plan was formulated. The first phase of the plan was implemented, a four-day Communications Skills course given to all levels of employee in the Department, developed and presented using departmental resources. Sessions were also held in departmental offices across the country; this was the first time the Department had presented formal training of this nature outside the headquarter area. Feedback from Branch and field offices and requests for further training indicated a high degree of acceptance.

Increased utilization of the tuition reimbursement program and of courses offered by the Bureau of Staff Development and Training was made. Late in the year planning began for the development of a Retirement Planning course for employees of the Department. The first phase will be a study to determine the precise needs of employees with the first sessions to start by the autumn of 1972.

Increased effectiveness of the computerized departmental manpower inventory was achieved through improved and refined methods of computer input. This provides a comprehensive and current listing of all departmental employees and provides a sound base for Manpower Planning activities. There was positive direction from both the Public Service Commission and the Personnel Policy Branch of the Treasury Board regarding requirements and criteria for employee performance evaluation systems; this enabled the final planning of the new system to be completed. Implementation will take place next year.

### **Staff Relations and Compensation**

The Staff Relations and Compensation Division, with redefined functions and objectives, and with the new organization aimed at meeting these objectives, continued to improve its operations this year.

Staff Relations Section - The Staff Relations Section realized a considerable drop in instances of employee-employer conflict. Attention was directed to the implementation of good employee-employer relations and to revitalizing government and departmental staff relations policies within the Department. Employee-employer consultation was implemented on an informal basis and steps initiated to formalize, to a greater extent, the consultation process. The success of the Staff Relations program has resulted in a marked decrease in grievances, better communications between employees and management and a greater degree of co-operation and mutual understanding.

Staff Classification and Pay - There has been a very substantial workload in this section due to three main causes: major reorganizations taking place in branches; the establishing and instituting of new occupational group standards; improved classification

service provided to line management, with line management taking greater advantage of this service.

Discussions took place with Treasury Board officials resulting in an extension of classification delegation to be realized in the next fiscal year. The departmental classification function underwent an audit by Treasury Board during the year; the audit report was favourable.

Personnel Services Section - Following last year's establishment of systems and procedures to improve employee services, further refinements have been introduced in this section. The workload continues to be heavy but the section now provides an effective service in matters concerning personnel pay and benefits. Record keeping is now on a current basis, delays in processing pay and benefits transactions have been eliminated, meaningful and current personnel statistics are now available and disseminated to line management, documentation of employees has been regularized and employees have been kept better informed on matters concerning pay and benefits.

In co-operation with the Central Pay Office, the section has adopted a new system of processing pay transactions. It involves the creation of original documents within this office that are used for direct input to the central computer processing system. Apart from reducing the workload at the Central Pay Office, it will result in much faster and more efficient service to the Department.

### **Bilingualism**

Departmental Training - One hundred and twenty-four employees attended courses offered by the Public Service Commission Bureau of Languages; there were 108 in the previous year. The graduation rate improved considerably with thirteen employees either having completed or shortly to complete their language training.

Monitor Service - The problem of how to retain a language, once having learned it, was given top priority by the Bureau of Languages. As a partial solution, the Bureau of Languages instituted a Monitor Service. The Department was successful in obtaining the services of three monitors for an indefinite period of time. Information received from departmental users of the Monitor Service clearly indicated that this program has achieved positive results and should be maintained.

French Language Units - As a result of the implementation of the Treasury Board policy on French Language Units, the Department was able to establish, on an experimental basis, three such units: one at Headquarters in the Public Relations and Information Services Branch; and two in Montreal -- the Labour Standards Branch and Labour Management Consultation Branch. Each of these units has a liaison officer whose duty is to observe the progress of the units.

New Program - The Bureau of Languages has introduced a more flexible type of training program which enables students to enter and leave a language training stream on relatively short notice. This program was designed to alleviate some of the problems facing more senior people whose workload pattern may be of a very irregular nature.

### **PUBLIC RELATIONS AND INFORMATION SERVICES**

During the year the Branch developed and carried out major information programs designed to advance public understanding of the role and programs of the Department. A broad and full range of public relations and information services was employed in this activity.

#### **Information Division**

Information Division services included the provision of background papers and highlight notes in connection with Bill C-253 (to amend the Industrial Relations and Disputes Investigation Act) and with its successor Bill C-183. A number of Branch services were also utilized with respect to the federal-provincial Ministers of Labour conference held in Ottawa.

Print and electronic media advertising was undertaken in support of legislation and programs administered by the Department, mainly in the areas of Accident Prevention and Compensation, Labour Standards and Fair Employment Practices.



An enlarged exhibits program resulted in Departmental exhibits appearing at 28 major labour and management events in 21 cities. Overall theme was the Department's role in industrial relations. Special exhibits were designed for and displayed at the Canadian Labour Congress's Union-Industries Show in London, and at the Canadian Manufacturers' Association convention in Toronto.

The scope of the National Industrial Relations Film Library was enhanced by the addition of 59 English and 9 French titles. The Library continued to handle a substantial volume of bookings made through local NFB offices.

A new Departmental film, entitled "The Unplanned", was produced by the National Film Board on behalf of the Accident Prevention Division and distributed to outlets across Canada. An earlier Departmental film "A Matter of Survival", dealing with the potential effects on a worker of automation, was awarded "The Mention Excellence" at the Seventh International Labour and Industrial Film Triennial held in Belgium. It had earlier won first prize in the business and educational category at the American Film Festival.

A third set of eight articles in the educational series "Man and His Work" was published in the youth publication Canadian High News, and reprints of previous series were distributed in both official languages to high school guidance counsellors and teachers across the country on request. Plans were made to introduce a fourth series in the forthcoming year.

Among other publications produced by the Information Division were the monthly tabloid newspaper Teamwork in Industry/Travail d'Equipe dans l'Industrie, for the Labour-Management Consultation Branch, and the quarterly Departmental house organ, Dialogue. A substantial volume of inquiries from the public was handled.

Numerous requests for information were received from media representatives, mainly concerning new legislation. Liaison was maintained with representatives of national media, and with specialist writers on industrial relations. A total of 73 news releases and 12 addresses by the Minister were distributed.

Plans were made for the selection and commissioning of an author to write a comprehensive history of the Department, in preparation for its 75th anniversary in 1975.

#### **Publications Division**

During the year 76 English and 71 French publication manuscripts were edited by the Central Editorial Services Section.

Increased use was made of the computer-based photocomposition service which the Branch contracted for during the preceding fiscal year. Its major use during the year was in the production of a bilingual version of the annual directory of Labour Organizations in Canada, which previously had been printed in separate language editions. The computer-based system permitted a great saving of time in the setting of phrases and terms repeated frequently throughout the publication, e.g., "Secrétaire/Secretary." In addition, the system was used to produce, monthly, between 30 and 40 current wage rate tables for each wage sector across Canada.

After reaching in November a circulation of 16,157, up from the average monthly circulation of 15,791 in 1970-71, The Labour Gazette/La Gazette du Travail ceased its practice of complimentary distribution to secretaries of trade union locals that contributed to the Department's annual Survey of Labour Organizations. This change took effect with the January number, and the average monthly circulation for the last three months of the fiscal year dropped to 7,408. Coincidentally with this change in policy, the subscription rate of the journal was increased, as a result of increased costs of production.

The Labour Gazette/La Gazette du Travail continued to publish commissioned articles by experts outside the Public Service, printing seven during the year; requests for reprints of these articles were numerous. Production of the daily Labour News Headlines/Le Travail--Actualités was transferred from the two Gazettes to the Information Division.



La Direction a reçu, de la part de représentants des médias d'information, de nombreuses demandes de renseignements qui portaient principalement sur les nouvelles lois. Elle a entretenu des rapports avec les représentants des organes d'information d'envergure nationale, ainsi qu'avec les journalistes spécialisés dans les relations industrielles. La Direction a publié au total 73 communiqués et 12 allocutions du ministre.

La Direction envisage de charger un auteur d'écrire l'histoire complète du ministère, en prévision de son 75<sup>e</sup> anniversaire qui sera célébré en 1975.

#### Division des publications

Au cours de l'année, le Service central de rédaction a préparé pour publication 76 manuscrits de langue anglaise et 71 manuscrits de langue française.

La Direction s'est servie davantage du service de photocomposition mécanique avec lequel elle avait conclu une entente au cours de l'exercice précédent. Elle s'en est servie principalement au cours de l'année pour publier une version bilingue du répertoire annuel des Organisations de travailleurs au Canada, qui paraissait auparavant en deux éditions. Le système mécanique a permis d'économiser beaucoup de temps dans la rédaction d'expressions et de termes qui reviennent fréquemment tout au long de la publication, tels que "Secrétaire/Secretary". De plus, le système a permis d'émettre mensuellement de 30 à 40 tableaux des taux de salaire actuels pour chaque secteur de rémunération au Canada.

Après avoir atteint en novembre un tirage de 16,157 exemplaires, comparativement à la moyenne du tirage mensuel de 15,791 exemplaires pour 1970-1971, la Gazette du Travail/The Labour Gazette a cessé de distribuer à titre gracieux ses exemplaires aux secrétaires des unités locales de syndicats qui ont participé au relevé annuel du ministère sur les organisations de travailleurs. Ce changement est entré en vigueur lors de la parution du numéro de janvier et la moyenne du tirage mensuel, pour les trois derniers mois de l'année financière, est tombée à 7,408 exemplaires. Pendant ce temps, le prix d'abonnement à la revue a augmenté par suite de la hausse des coûts de production.

La Gazette du Travail/The Labour Gazette a continué de publier des articles rédigés par des experts de l'extérieur de la fonction publique; en effet, elle en a publié sept au cours de l'année. Il y a eu de nombreuses demandes de tirés à part de ces articles. La publication du bulletin quotidien Le Travail - Actualités/Labour News Headlines est passée des deux Gazettes à la Division de l'information.

Service de moniteurs - Le Bureau des langues s'est essentiellement attaché à trouver un moyen de retenir une langue, une fois apprise. En guise de solution partielle, le Bureau a institué un service de moniteurs. Le ministère a réussi à retenir les services de trois moniteurs pour une période indéfinie. D'après les observations des employés du ministère qui ont recours aux moniteurs, il est clair que le programme est fructueux et qu'il faut le conserver.

Unités de langue française - Par suite de l'application de la politique du Conseil du Trésor concernant les unités de langue française, le ministère a pu créer à titre expérimental trois unités de ce genre: une première unité à l'administration centrale de la Direction des services d'information et de relations extérieures et deux autres à Montréal -- à la Direction des normes du travail et à la Direction de la consultation ouvrière-patronale. Chacune de ces unités compte un agent de liaison chargé d'observer leur évolution.

Nouveau programme - Le Bureau des langues a institué un genre de programme de formation plus souple qui permet aux élèves d'entreprendre ou d'abandonner un cours de langue à relativement bref préavis. Le programme a pour objet d'atteindre certains problèmes qui se posent pour les personnes dont le niveau de travail entraîne une répartition très irrégulière du volume de travail.

## SERVICES D'INFORMATION ET DE RELATIONS EXTERIEURES

Au cours de l'année, la Direction a mis au point et exécuté des programmes d'information importants afin de mieux faire comprendre à la population le rôle et les programmes du ministère. A cette fin, on a mis en branle toute une gamme de services d'information et de relations extérieures.

Les services de la Division de l'information ont présenté l'historique et les points saillants du Bill C-253 (tendant à modifier la loi sur les relations industrielles et sur les enquêtes visant les différends du travail) et du projet de loi qui l'a remplacé, le Bill C-183. Certains services de la Direction ont suivi la conférence fédérale-provinciale des ministres du Travail, à Ottawa.

On a entrepris une campagne de publicité par les organes d'information, télédiffusion et radiodiffusion en vue d'appuyer les lois et les programmes qu'applique le ministère, particulièrement dans le domaine de la prévention des accidents et de l'indemnisation, des normes du travail et des justes méthodes d'emploi.

Grâce à l'extension de son programme d'expositions, le ministère a participé à 28 rencontres ouvrières-patronales importantes tenues dans 21 villes. Le thème d'ensemble portait sur le rôle du ministère dans les relations industrielles. On a conçu et exposé des étalages spéciaux lors du Congrès du Travail du Canada, à Toronto, et du congrès de l'Association des manufacturiers canadiens, à Toronto.

La Cinémaèque nationale des relations du travail s'est enrichie de 59 films anglais et de neuf films français. Elle a continué de recevoir bon nombre de réservations par l'intermédiaire des bureaux régionaux de l'ONF.

L'Office national du film a produit un nouveau film, intitulé, "L'imprévu", pour le compte de la Division de la prévention des accidents, et l'a distribué aux clients partout au Canada. Un autre film du ministère, intitulé "Question de survivance", qui traitait des répétitions possibles de l'automatisation sur le travailleur, a obtenu la "mention d'excellence" à la Septième Triennale internationale du film pour le travail et l'industrie, qui a eu lieu en Belgique. Il avait auparavant mérité le premier prix dans la catégorie des affaires et de l'éducation au Festival américain du film.

La publication Canadian High News, destinée à la jeunesse, a fait paraître une troisième série de huit articles éducatifs intitulés "Travail des hommes", et des titres à part des séries précédentes ont été distribués, dans les deux langues officielles, aux orienteurs professionnels et aux professeurs des écoles secondaires du pays, sur demande. On prévoit qu'une quatrième série d'articles paraîtra l'année prochaine.

Parmi les autres publications de la Division de l'information, il faut mentionner le Journal mensuel Travail d'équipe dans l'Industrie/Teamwork in Industry, publié pour le compte de la Direction de la consultation ouvrière-patronale, et la revue trimestrielle interne du ministère, Dialogue. On a répondu à un grand nombre de demandes de renseignements de l'extérieur.

La Division a eu davantage recours au programme de remboursement des frais de scolarité ainsi qu'aux cours du Bureau de formation et de perfectionnement du personnel. Vers la fin de l'année, elle a envisagé l'élaboration d'un cours de planification de la retraite à l'intention des employés du ministère. La première partie se composera d'une étude visant à déterminer les besoins précis des employés; le cours débutera à l'automne 1972.

L'inventaire mécanographique du personnel du ministère est devenu plus efficace, grâce aux méthodes améliorées et perfectionnées de programmation. Il donne une liste complète à jour de tous les employés du ministère et sert de base solide aux travaux de planification de la main-d'œuvre. La Commission de la Fonction publique et la Direction du régime du personnel du Conseil du Trésor ont donné des directives concernant les exigences et les critères des systèmes d'évaluation du rendement de l'employé; on a pu ainsi terminer la planification du nouveau système. Sa mise en application aura lieu l'année prochaine.

### Relations de travail et indemnités

Grâce à la redéfinition de son rôle et de ses objectifs ainsi qu'à ses nouvelles structures, la Division des relations de travail et des indemnités a continué à mieux fonctionner cette année.

Section des relations de travail - La Section des relations de travail est parvenue à réduire sensiblement les cas de conflit entre employeur et employé. Elle s'est attachée à instaurer de bonnes relations ouvrières-patronales et à ranimer au sein du ministère les politiques du gouvernement et du ministère en matière de relations de travail. On a recouru à la consultation ouvrière-patronale à bâtons rompus et entrepris de mieux définir le processus de la consultation. La réussite du programme des relations de travail s'est traduite par une diminution sensible des griefs, l'amélioration des rapports ouvriers-patronaux et une meilleure collaboration et compréhension mutuelle.

Section de la classification et du traitement - Le volume de travail de la Section a été considérable pour trois principales raisons: des remaniements importants dans les directions; l'élaboration et l'institution de nouvelles normes relatives aux groupes de professions; le recours accru des cadres d'exécution à un meilleur service de classification.

Des discussions avec les hauts fonctionnaires du Conseil du Trésor ont abouti à la délégation de pouvoirs accrus en matière de classification, au cours du prochain exercice. Durant l'année, le Conseil du Trésor a entrepris d'examiner le rôle du ministère en matière de classification; le rapport a été très favorable.

Section des services au personnel - A la suite de l'institution, l'année dernière, de systèmes et de procédures visant à améliorer les services au personnel, la Section a continué son travail dans ce sens. Le volume de travail continu d'être élevé, mais la Section dispense actuellement un service efficace en matière de questions relatives aux traitements et aux prestations des employés. La tenue des dossiers est désormais à jour; il n'y a plus de retard dans la préparation des paies et des prestations; des statistiques utiles et à jour sur le personnel sont maintenant mises à la disposition des cadres. On a mis à jour les documents concernant les employés et on s'est employé à mieux renseigner ces derniers sur les questions relatives aux traitements et aux prestations.

En collaboration avec le Bureau central de paie, la Section a adopté un nouveau système de traitement des salaires. Il s'agit de la création de documents originaux au sein du bureau, qui entrent directement dans le système central de traitement des données. Outre la réduction du volume de travail au Bureau central de paie, le système permettra d'assurer un service plus rapide et plus efficace au ministère.

### Bilinguisme

Formation interne - Cent vingt-quatre employés, comparativement à 108 l'année dernière, ont suivi les cours du Bureau des langues de la Commission de la Fonction publique. Le nombre de diplômés a augmenté sensiblement puisque treize employés ont terminé ou termineront bientôt leur cours de langue.



disponibles portent sur les dispositions de toutes les conventions collectives, à l'exception des salaires. Le système de la statistique des salaires dans les conventions collectives en est maintenant à son dernier stade. Il offrira aux utilisateurs des services semblables au premier système, mais il servira surtout à récupérer les données sur les salaires contenues dans les conventions collectives.

Dans le secteur des Opérations, la Division a remplacé le terminal mécanographique U9200 par le Mohawk 2400 de haute vitesse, ce qui a permis de doubler la possibilité d'opérations du ministère par rapport à l'ancien terminal. Parallèlement, toutes les perforatrices ont été changées pour des IBM 129, afin d'assurer l'efficacité des opérations du Centre. Ces changements de matériel permettent à la Division de répondre aux demandes de service supplémentaires du Ministère.

## Division des réformes administratives

La Division des réformes administratives a continué à dispenser ses services consultatifs aux cadres, afin de mettre au point de meilleurs structures d'organisation, des systèmes nouveaux et améliorés, des techniques et des méthodes de travail efficaces.

On a commencé à appliquer de nouvelles idées et techniques inspirées des méthodes modernes de gestion qui insistent sur les avantages de la planification, de la programmation et de la budgétisation. La première étape portait sur la définition ou la clarification des objectifs structureaux, des fonctions et des activités.

## Services de transcription

Grâce à des changements structureaux, les services de transcription, qui relevaient auparavant des Services de bureau, sont devenus une division et, après des mois de planification, les deux centres des Services de transcription ont fusionné et se sont centralisés.

La Division s'est installée dans de nouveaux locaux rehaussés de tapis et de tentures. On a également installé des tiges à prises de courant afin de mieux utiliser l'espace.

La Division, qui est avant tout un centre de production, a créé un centre de formation qui fonctionnera en collaboration avec la Section de la formation de la Direction de l'administration du personnel.

## ADMINISTRATION DU PERSONNEL

L'activité de la Direction de l'administration du personnel s'est poursuivie à un rythme rapide, par suite de l'adoption de plusieurs nouveaux programmes par le Conseil du Trésor et la Commission de la fonction publique. Un certain nombre de remaniements internes a donné la priorité aux services de classification et de dotation en personnel. La Direction a maintenu au minimum les besoins en personnel supplémentaire; toutefois, elle a demandé une autre année-homme qui a été autorisée en vertu du programme spécial du Conseil du Trésor.

## Planification de la main-d'œuvre et dotation en personnel

La Division a employé l'année à perfectionner les nouvelles méthodes de dotation en personnel, adoptées l'année précédente, et à rendre son équipe très efficace. Elle a éprouvé principalement des problèmes dans la dotation en personnel de certains groupes de professions, par exemple, les économistes, les secrétaires et les sténographes, où se manifestent de graves pénuries de personnes compétentes.

A la suite d'une enquête sur les domaines d'intérêt, adressée à tout le ministère, on a élaboré un vaste programme de formation et de perfectionnement d'une durée de deux ans. On a mis en vigueur la première partie du programme, soit l'élaboration et la présentation, à l'aide des ressources du ministère, d'un cours de quatre jours sur les aptitudes à la communication, offert aux employés de toutes les catégories du ministère. Des cours ont également eu lieu dans les bureaux régionaux du ministère partout au pays; c'était la première fois que le ministère donnait une formation en règle du genre à l'extérieur de l'administration centrale. Les réactions de l'administration centrale et des bureaux régionaux ainsi que les demandes d'autres cours de formation font foi de l'accueil favorable réservé à cette entreprise.

La Direction des services financiers et administratifs fournit l'appui et les services consultatifs les plus efficaces possibles, dans les limites des ressources qui lui sont affectées. En collaboration avec le ministère des Travaux publics, la Direction a mis au point les avant-projets d'aménagement des nouveaux locaux de la place du Portage, à Hull; elle a amélioré le système de rapport sur les ressources humaines et financières, surtout en ce qui concerne la comptabilité analytique d'exploitation; le Centre d'analyse des programmes a mis à jour les objectifs du ministère et de la Direction et établi un rendement mesurable; partout au pays, on a modernisé les locaux du ministère.

#### Division des services financiers

Au cours de l'année, les rapports d'activité administrative sont passés de manuscrits à mécanographiques, en vue d'améliorer la transmission de renseignements aux directions et de les aider ainsi à appliquer leurs programmes.

On a pris des mesures destinées à mettre au point un système mécanographique de comptabilité analytique d'exploitation et d'analyse du rendement. La Division a subi une réorganisation afin qu'elle puisse participer à la mise au point de ce système et améliorer les méthodes de prévision des programmes et de rapports pertinents.

Les Comptes d'ordre des Normes du travail ont été pris en charge le 1er janvier 1972. En collaboration avec la Division de l'impôt du ministère du Revenu national, on a mis sur pied un système visant à déterminer et à effectuer les paiements aux travailleurs qui devaient bénéficier de relèvements de traitement en vertu du Code canadien du travail, ce qui constitue la première étape vers l'automatisation de l'administration des comptes d'ordre.

#### Division des services de bureau

Le programme de rénovation des bureaux régionaux s'est poursuivi; on a terminé la planification des plans, des besoins d'aménagement et de décoration.

Les dossiers du ministère ont été intégrés au système central de vérification et on prévoit que le programme sera terminé à la fin de 1972; 89,000 dossiers de cas d'indemnisation ont été microfilmés.

#### Division du traitement des données

La Division du traitement des données a conservé et remanié les systèmes actuels et en a élaboré de nouveaux.

L'un d'eux, soit le système de l'industrie de la construction au Canada, avait pour but de préparer et de classer les données mensuelles concernant l'industrie. Un autre système traitait de la récupération des données sur le personnel et donnait aux agents du personnel l'accès aux renseignements statistiques et permettait d'en extraire, sous forme de rapport, les données voulues pour répondre aux diverses demandes formulées par le personnel de la Direction.

En raison du travail de bureau qu'exige la tenue de listes d'envoi, on a mis au point deux systèmes qui permettront d'adresser le courrier de façon mécanographique, dont l'un est destiné aux Normes du travail et l'autre à la prévention des accidents.

La Division du traitement des données a mis au point, en collaboration avec Statistique Canada, 300 rapports sur les organisations de travailleurs qui a pour but de préparer plus de 300 rapports sur les organisations de travailleurs au Canada. Statistique Canada fournit les données d'entrée et utilisera pour son rapport annuel les données de sortie que le ministère présentera sous forme de tableaux.

Deux systèmes importants ont été élaborés: celui des Conventions collectives et celui de la Statistique des salaires dans les négociations collectives. Le premier visait à constituer, à garder et à tenir à jour des données fondamentales sur les conventions collectives et à répondre aux demandes de renseignements, selon les professions, qu'adressent les syndicats et les entreprises. On peut répondre aux demandes en moins de deux heures. Il y a toutefois une restriction: les renseignements

Travail, serviront à la mise à jour des brochures du Ministère intitulées Indemnisation des accidents du travail au Canada et Législation en matière de relations du travail au Canada. Un ouvrage de références sur les taux minimums de salaire a aussi été révisé en juin 1971 et en janvier 1972 et l'ouvrage sur le bruit dans l'industrie, en février 1972.

Les décisions judiciaires importantes qui ont une portée immédiate sur les lois du travail ont été signalées dans la Gazette du Travail.

Autres services - Comme par les années passées, les services de la Direction étaient à la disposition de l'Association canadienne des administrateurs de la législation ouvrière. La Direction a préparé un rapport détaillé sur les réalisations législatives de tous les gouvernements du Canada, qui a servi de base aux discussions de la conférence annuelle de l'Association.

La Direction a également fourni des renseignements aux ministères du gouvernement, aux gouvernements provinciaux, aux organismes internationaux, à l'industrie, aux syndicats, à des étudiants et à d'autres personnes. Parmi les enquêtes qui ont exigé une recherche considérable, il convient de signaler celles qui concernaient la législation canadienne applicable aux contrats du gouvernement, l'industrie de la construction et divers aspects de la sécurité du travail. La Direction a aussi préparé des articles concernant la législation du travail au Canada, à l'intention de divers gouvernements et aux fins d'autres publications.

Études spéciales - La Direction a, vers la fin de l'année financière, commencé des travaux de recherche portant sur deux aspects des lois du travail: la négociation collective pour les groupes particuliers (les fonctionnaires et les policiers, par exemple) et le recouvrement des salaires.

## BIBLIOTHÈQUE

La Bibliothèque fournit des renseignements sur les publications et procède à l'établissement de l'index des périodiques, à la photocopie et aux recherches de documents tant pour le personnel du ministère que pour toute la population du Canada qui s'intéresse au travail et aux relations industrielles.

Une caractéristique de la politique d'acquisition de la bibliothèque est l'accroissement de la collection d'ouvrages dans les vastes domaines que sont les relations industrielles et les normes d'emploi. La collection comprend également des documents historiques pertinents; en outre, des publications et des rapports statistiques de l'étranger permettent d'établir des comparaisons quant aux tendances du travail à l'étranger.

La Bibliothèque reçoit sans cesse ses objectifs; ainsi, l'année dernière, on a lancé une publication hebdomadaire, Bulletin de la Bibliothèque, répertoire par matière d'articles de périodiques, d'ouvrages et de rapports récents. La Bibliothèque a continué d'enrichir son importante série de bibliographies sur les questions du travail et des relations industrielles, mise à jour l'année dernière. La vaste collection sur microfilm de publications syndicales au Canada et aux États-Unis ainsi que de données historiques a été mise à la disposition du public, pour consultation à la bibliothèque, et d'autres bibliothèques du pays, par voie de prêts.

La Bibliothèque a reçu régulièrement plus de 1,000 périodiques dont peuvent profiter le grand public et d'autres ministères du gouvernement, grâce au service de prêts entre les bibliothèques. On a dispensé au besoin des services de référence et de recherche.

La Bibliothèque a continué de s'efforcer à élargir les cadres des services qu'elle dispense, afin de satisfaire aux besoins des universités canadiennes, du ministère et de la population.



La Division a poursuivi ses analyses à long terme de diverses conventions de l'OIT considérées comme les plus pertinentes au Canada, comparant les exigences de ces conventions en regard des lois fédérales et provinciales pertinentes, en vue d'établir des moyens d'assurer l'observation intégrale et la ratification éventuelle des conventions de l'OIT par le Canada. Elle a publié une étude intitulée Prestations en cas d'accidents du travail et de maladies professionnelles et est allée de l'avant avec la préparation d'autres études en vue de leur publication.

La Division a participé à la préparation de mémoires destinés à la deuxième réunion des sous-ministres du Travail concernant les questions de l'OIT. Elle a préparé des réponses à un questionnaire de l'OIT sur "l'âge minimum d'admission à l'emploi" et des rapports pour l'OIT sur la mise en application des conventions ratifiées par le Canada, comme l'exige la constitution de cet organisme.

## LA RECHERCHE SUR LA LEGISLATION

La Direction de la recherche sur la législation poursuit un programme de recherches et d'information dans le domaine du droit du travail. Elle analyse et interprète la législation du travail au Canada et dans les autres pays et diffuse de l'information au moyen de publications paraissant régulièrement et d'études spéciales. La Direction étudie également les sentences des tribunaux ayant une portée directe sur les lois du travail. De plus, la Direction dispense des services consultatifs au ministère. Les trois divisions de la Direction sont chargées de recherches législatives, de jurisprudence (cas d'espèce) et d'enquêtes générales.

La Direction a préparé de la documentation de base et des études comparatives des lois du Canada et de l'étranger en vue des modifications au Code canadien du travail.

La Direction a aussi participé à des études visant à établir le degré de conformité des mesures législatives canadiennes avec certaines conventions et recommandations de l'OIT qui n'ont pas encore été ratifiées par le Canada. Il convient de signaler en particulier les études concernant l'hygiène dans le commerce et les bureaux, la protection des travailleurs contre les radiations ionisantes, le poids maximum permis et la protection contre les risques d'intoxication due au benzène.

Programme de publications - La Direction a poursuivi son programme d'études et d'analyses de la législation du Canada en matière de travail et elle a publié une série de rapports intitulés "Rapports courants sur les lois du travail présentées au Parlement et dans les législatures provinciales". Ces rapports soulignent l'objet, la nature et l'historique de tous les projets de loi d'intérêt général pour le monde du travail, présentés au Canada. La préparation de ces rapports, que les particuliers et les groupes peuvent se procurer sur demande, est rendue possible grâce à la collaboration des assemblées législatives des provinces qui mettent à la disposition de la Direction des exemplaires de leurs projets de loi, comptes rendus et délibérations.

À la fin des sessions des assemblées législatives pour l'année 1971, une série d'articles soulignant les dispositions des lois du travail adoptées au cours de l'année et des principaux règlements édictés en vertu des mesures législatives a été publiée dans la Gazette du Travail. Des tirés à part de ces articles sur les relations industrielles, les normes d'emploi, les droits de l'homme, la sécurité du travail, la réparation des accidents du travail et l'apprentissage et la formation professionnelle font l'objet d'une brochure intitulée Faits saillants relatifs à l'adoption et l'application des lois du travail au Canada, 1970-1971.

La publication annuelle de la Direction, Les Normes du travail au Canada, a été mise à jour en décembre 1971. Cette brochure décrit de façon narrative et sous forme de tableaux les normes légales minimums qui s'appliquent à toutes les compétences et qui concernent le travail des enfants, les taux minimums de salaire, l'égalité de rémunération, la durée du travail, le jour de repos hebdomadaire, les congés annuels payés, les jours fériés légaux, les justes méthodes d'emploi, la cessation d'emploi, la protection de la maternité et la réparation des accidents du travail.

Deux articles sur les changements dans la réparation des accidents du travail au Canada et dans les relations du travail au cours de 1971, publiés dans la Gazette du

Dans l'exercice de ces importantes fonctions, la Direction a organisé la deuxième réunion des sous-ministres du Travail fédéral et provinciaux concernant les questions de l'OIT, à Ottawa, le 21 avril, sous la présidence du sous-ministre du Travail du Canada. Les représentants y ont discuté des principales questions à l'ordre du jour de la 56e session de la Conférence internationale du Travail, qui a eu lieu à Genève en 1971. Ils ont réexaminé un certain nombre de conventions de l'OIT qui avaient été à l'ordre du jour de la réunion précédente des sous-ministres, en avril 1970. Ces conventions portaient sur l'âge minimum d'emploi, l'égalité de rémunération, la liberté d'association, la protection du droit de se syndiquer et de négocier collectivement et la durée du travail. D'autres conventions que la Direction des affaires internationales du Travail avaient étudiées durant l'année ont également fait l'objet d'un examen afin d'établir la position du Canada concernant leur ratification.

Une conférence des ministres du Travail, présidée par le ministre fédéral du Travail, a suivi la réunion les 22 et 23 avril. Les discussions ont porté sur les modifications récentes et prévues à la législation du Travail, les méthodes de détermination du salaire minimum et les mesures de protection des droits de la femme dans la population active.

La Direction a continué de se charger du secrétariat de l'Association canadienne des administrateurs de la législation ouvrière, qui fait office de forum pour les ministres fédéral et provinciaux du Travail. L'Association a pour fin d'accentuer la consultation fédérale-provinciale et les échanges d'expériences dans les domaines qui relèvent de tous les ministères du Travail. Elle compte quatre comités permanents chargés de la recherche, des relations du Travail, des normes du Travail et de la sécurité; ces comités groupent des hauts fonctionnaires dans toutes les compétences.

La réunion annuelle de l'ACALO a eu lieu à Victoria (C.-B.), du 13 au 16 septembre. A l'ordre du jour se trouvaient les récentes réalisations dans le domaine de la législation du Travail au Canada et un examen du travail du ministère du Travail de la Colombie-Britannique. Deux comités, soit le Comité des normes du Travail et le Comité de la sécurité, se sont réunis à cette occasion. M. R.P. Campbell, sous-ministre du Travail du Nouveau-Brunswick, a été élu à la présidence de l'Association.

La Direction, dont les membres font partie d'un certain nombre de comités interministériels chargés des affaires internationales, a continué d'être représentée au Comité interministériel des mesures d'urgence civile, qui se réunit régulièrement sous l'égide de l'Organisation des mesures d'urgence du Canada.

## Division des programmes

La Division s'occupe de la participation de délégations tripartites du Canada aux réunions de l'OIT et de l'OCDE. Au cours de l'année, elle a coordonné la participation du Canada à la 56e session de la Conférence internationale du Travail et à la 8e session de la Commission du bâtiment, du génie civil et des travaux publics, qui ont eu lieu toutes les deux à Genève (Suisse). Une délégation composée de représentants du gouvernement et du salariat a également assisté à la session de la Commission paritaire de la Fonction publique. La Direction a participé à trois sessions régulières du Conseil d'administration, les 183e, 184e et 185e, qui ont eu lieu à Genève au cours de l'année. Les fonctionnaires supérieurs du ministère ont pris part aux travaux de la Commission de la main-d'œuvre et des affaires sociales de l'OCDE et ont joué un rôle actif dans le Groupe de travail sur les relations industrielles et le Groupe de travail sur les indicateurs sociaux.

En consultation avec d'autres ministères en cause, la Direction définit la position du Gouvernement du Canada vis-à-vis des questions d'assistance technique aux réunions de l'OIT et analyse et évalue les programmes de l'OIT dans ce domaine. Elle donne aussi des conseils relativement aux programmes canadiens d'assistance technique dans le domaine du travail et facilite, au besoin, les programmes de formation destinés aux stagiaires qui étudient l'administration en matière de travail au Canada, en vertu d'ententes avec l'Agence canadienne de développement international et dans le cadre des programmes de bourses de perfectionnement de l'OIT. En vertu des programmes de bourses de perfectionnement de l'OIT ou d'autres programmes de formation, dix stagiaires ont été accueillis par la Direction qui a organisé des cours d'une durée de quelques semaines à quatre mois.



La Direction des affaires internationales du travail coordonne les responsabilités du ministère au palier international. Elle planifie et organise la participation du Canada aux programmes et à l'activité de l'Organisation internationale du Travail, organismes tripartite de l'Organisation des Nations Unies instituée en 1919 en vue de promouvoir la liberté et la justice sociale. Elle s'intéresse également à d'autres organismes internationaux, par exemple, l'Organisation de coopération et de développement économiques. La Direction s'occupe aussi de favoriser les relations fédérales-provinciales dans le domaine du travail, d'examiner les tendances et les réalisations importantes à l'étranger et de faire rapport à leur sujet. En outre, la Direction se charge du secrétariat de l'Association canadienne des administrateurs de la législation ouvrière.

## AFFAIRES INTERNATIONALES DU TRAVAIL

La Direction de l'économie et des recherches a poursuivi l'application du programme de recherche du ministère du Travail et des universités. Les recherches portent sur les aspects socio-économiques des relations industrielles. On a accordé douze subventions, pour une somme totale de \$37,550, aux étudiants inscrits aux études supérieures et aux universités qui satisfont aux exigences en matière de citoyenneté et de résidence.

### Programme de recherche du ministère du Travail et des universités

La Division de l'analyse économique et l'évolution de la politique économique au Canada et à l'étranger et de fournir des renseignements à ce sujet. On a particulièrement insisté sur les secteurs de l'activité économique qui ont des répercussions précises sur les programmes du ministère. Durant l'année, la Division a préparé des rapports mensuels à l'usage du ministère, analyse des documents et des mémoires d'ordre économique, résumé l'évolution de la position et des politiques du ministère et formule des observations.

### Division de l'analyse économique

L'appui à la Direction des justes méthodes d'emploi a comporté la compilation de renseignements sur la recherche ainsi que des études concernant les groupes ethniques et d'autres groupes minoritaires.

La Division a préparé une étude sur le régime d'indemnisation des prisonniers des pénitenciers fédéraux du Canada et compilé les statistiques sur les blessures et les coûts des accidents dans la fonction publique pour l'année 1970-1971.

La Division a aidé la Direction des normes du travail en lui fournissant des données de base et en rédigeant des documents sur la politique et des mémoires au Cabinet sur le salaire minimum proposé et sur la révision de la Loi sur les justes salaires et les heures de travail. Elle a également fourni de la documentation de base et des données destinées à plusieurs projets de loi privés concernant les régimes de pension, les jours fériés légaux, les congés annuels et l'indemnité de départ.

En collaboration avec la Direction des normes du travail, la Division a mené une enquête fragmentaire sur les normes du travail pour les entreprises relevant de l'autorité fédérale, afin de rassembler des données sur l'emploi, la durée effective du travail, les heures supplémentaires, les jours fériés rémunérés et les congés annuels.

Grâce à l'appui de la Division des enquêtes en matière d'administration, la Division a mené une enquête sur les salaires et les conditions de travail dans les établissements relevant de l'autorité fédérale et a compilé, pour ces derniers, des données sur plusieurs aspects des salaires et des conditions de travail.

La Division a continué d'aider les diverses directions du ministère, en appuyant la recherche et en dispensant des services consultatifs dans les domaines de la planification et de la politique.

### Division de la recherche opérationnelle

en ce qui concerne les industries relevant de l'autorité fédérale. Les jeunes marins et la continuité d'emploi des marins. Un appui constant à la recherche également été assuré à la Direction des affaires internationales du travail du ministère,



Conjointement avec l'activité du Canada auprès de l'Organisation internationale du Travail (OIT), la Division a dispensé des services de recherche dans le cadre d'une étude des facteurs stratégiques dans l'industrie mondiale du transport maritime et coordonne pour l'OIT une enquête sur les jours fériés rémunérés des marins, la protection des

La Division a dispensé des services spéciaux et ordinaires à l'appui des spécialistes d'industrie de la Direction de la conciliation et de l'arbitrage dans les principales industries relevant de l'autorité fédérale. Elle a également appuyé la recherche de la Commission d'enquête Murchison sur la durée du travail dans l'industrie du camionnage à l'échelle interprovinciale et internationale au Canada.

Au cours de l'année, la Division a poursuivi des études et mène des enquêtes dans les domaines du transport aérien, des banques, des communications, de la radiodiffusion, du débardage, des chemins de fer, du camionnage et du transport maritime. Certaines de ces études et enquêtes ont trait à l'élaboration de règlements en application du Code canadien du travail.

La Division des industries du ressort fédéral met au point un vaste programme de recherche destiné à fournir des données sur les aspects économiques, statistiques et professionnels du travail dans toutes les industries du ressort fédéral. Cette recherche vise à fournir des renseignements aux services de conciliation et de médiation du ministère. En outre, elle satisfait à d'autres besoins en matière d'exécution et de politique à l'égard de chacune des industries, aux fins d'autres divisions du ministère et d'autres organismes du gouvernement.

#### Division des industries du ressort fédéral

Le groupe de recherche à l'appui des programmes est chargé des travaux de recherche à l'appui de l'activité d'exécution du ministère.

#### Recherche à l'appui des programmes

Le personnel de la Division a exécuté la majorité du travail, mais quelques travaux ont été confiés sous contrat à des économistes d'universités.

La Division a commencé à élaborer un programme de recherches sur la structure du travail et des loisirs. Le programme a pour but d'étudier les divers types de temps libre rémunéré qu'assure l'industrie, l'évolution vers la réduction de la durée du travail ainsi que la forme qu'elle prend. La Division espère plus tard entreprendre une enquête sur les préférences des travailleurs en matière de travail ainsi que sur le revenu tiré du travail par opposition aux loisirs.

Les travaux dans le domaine de l'évaluation et de la notion des faibles taux de salaire ont progressé. À partir de ces travaux, la Division prévoit une série d'études sur les causes des faibles taux de salaire.

La Division a effectué des études préliminaires visant à établir les facteurs économiques qui déterminent la courbe des salaires dans l'industrie de la fabrication de l'automobile et dans les industries primaires du fer et de l'acier. Ces travaux font partie d'un ensemble d'études destinées à faire la lumière sur les causes déterminantes de l'évolution des salaires et sur leurs répercussions dans le cadre de la politique publique, économique et sociale.

La Division a mené à bien une étude de la productivité, des coûts unitaires de production et de la courbe des prix dans 22 secteurs de l'industrie manufacturière, entre 1949 et 1968. En 1971, elle a entrepris la rédaction du rapport définitif qui sera terminé en 1972.

La Division a terminé, dans le cas de 19 industries, des études chronologiques des salaires qui font l'historique de la courbe des salaires dans plus de 300 groupes de négociation choisis, de 1952 à 1972. Elle a mis au point un code qu'elle a utilisé pour enregistrer sur ruban magnétique, à des fins mécanographiques, des données provenant des études chronologiques. Cette étape précède de vastes travaux de recherches sur les processus de la "courbe des salaires", c'est-à-dire, une analyse de la mesure dans laquelle les hausses de salaire d'un groupe de négociation ou d'un ensemble de ces groupes ont subi l'influence des augmentations de salaire qui ont été négociées antérieurement pour d'autres groupes de négociation, ou en sont une réplique exacte.

La Division a poursuivi son analyse des facteurs de l'évolution des salaires et de leur rôle dans l'économie. Ces salaires tiennent compte des suppléments qu'on désigne

## Division des recherches sur les salaires

La Division a aussi maintenu des rapports constants avec les chercheurs des universités et des ministères provinciaux du Travail.

La Division a aussi maintenu des rapports constants avec les chercheurs des universités et des ministères provinciaux du Travail. Elle a également entrepris un programme de recherches concernant les organisations et associations d'employeurs aux fins de la négociation collective. Elle a en outre remanié l'enquête annuelle publiée sous le titre de La recherche sur les relations industrielles au Canada et en a élargi le champ d'application. Elle a terminé, à l'usage interne du ministère, des rapports sur l'expérience du Canada et d'autres pays concernant la cessation d'emploi, l'indemnité de départ et les divers aspects de la négociation collective, ainsi qu'un répertoire des associations d'employeurs au Canada.

La Division a poursuivi des recherches approfondies dans les domaines touchant les différends du travail, la négociation collective et l'adaptation au changement technique; elle a également entrepris un programme de recherches concernant les organisations et associations d'employeurs aux fins de la négociation collective. Elle a en outre remanié l'enquête annuelle publiée sous le titre de La recherche sur les relations industrielles au Canada et en a élargi le champ d'application. Elle a terminé, à l'usage interne du ministère, des rapports sur l'expérience du Canada et d'autres pays concernant la cessation d'emploi, l'indemnité de départ et les divers aspects de la négociation collective, ainsi qu'un répertoire des associations d'employeurs au Canada.

## Division des recherches sur les relations industrielles

Le Groupe de recherche sur la politique est chargé de la recherche à long terme sur les problèmes concernant les relations du travail et la fixation des salaires, afin de mieux faire comprendre le système des relations industrielles au Canada et ses répercussions et de déterminer les nouvelles orientations et initiatives de la politique.

## Recherche sur la politique

La Division a terminé la mise au point des plans visant une vaste étude indépendante du programme d'enquêtes sur les salaires et les traitements du ministère, que mènera en 1972 une société de conseillers en gestion. L'étude a pour objet de mettre à jour les travaux de l'enquête et de les modifier en fonction des besoins changeants des clients. Elle comportera une analyse du marché de la demande de données sur les salaires et les traitements par le patronat, les syndicats, les chercheurs, les gouvernements et autres, y compris des entrevues avec les dirigeants de quelque 400 organisations au Canada. L'étude devrait être terminée à la fin de 1972.

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Les enquêtes sur certains coûts de main-d'œuvre, menées en collaboration avec d'utilités publiques, les finances et l'assurance. La Division a également fini de poster les questionnaires destinés à l'industrie manufacturière.

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L'enquête sur les taux de salaire, les traitements, la durée du travail et les conditions de travail est menée au moyen d'un questionnaire envoyé à plus de 38,000 employeurs comptant généralement 20 travailleurs ou plus. La partie de l'enquête

La Division des enquêtes est essentiellement chargée de rassembler et de diffuser des renseignements sur les taux de salaire, par catégorie professionnelle, et sur les conditions de travail des travailleurs dans l'industrie canadienne. Elle mène également des enquêtes spéciales sur des sujets donnés et, en collaboration avec statistiques Canada, elle effectue une enquête annuelle sur les coûts de main-d'œuvre dans certaines entreprises.

## Division des enquêtes

Les services quotidiens qu'assure la Division en répondant aux demandes de renseignements touchant ses deux champs d'activité se sont accrus sensiblement au cours de l'année.

L'activité du ministère pour ce qui regarde l'article 13 de la Loi sur les déclarations des corporations et des syndicats ouvriers a été menée à bien; en effet, le personnel de la Division s'est occupé d'un bon nombre de demandes d'inspection de la partie A des déclarations présentées par les syndicats ouvriers en vertu de la Loi sur les déclarations.

Des le début de 1972, les fonctionnaires de la Division ont eu des entretiens avec leurs collègues du ministère de la Main-d'œuvre et de l'Immigration afin d'étudier la possibilité de réviser et de simplifier les rapports des Centres de Main-d'œuvre du Canada sur les arrêts de travail, source fondamentale de données sur les grèves aux fins du programme. Il s'agit d'accroître l'exactitude et l'a-propos des données afin de permettre à la Division de répondre plus promptement aux demandes de plus en plus nombreuses de renseignements dans ce domaine. Durant l'année, la Division a maintenu ses rapports avec les ministères provinciaux du Travail pour ce qui regarde les données sur les arrêts de travail et le rapprochement des statistiques sur les grèves.

La Division a publié, au cours de l'année, l'édition 1970 de la publication intitulée Grèves et lock-out au Canada, qui renfermait une étude des points saillants et la ventilation détaillée des statistiques portant sur les arrêts de travail.

La Division a continué de recueillir et de diffuser hebdomadairement, mensuellement et annuellement des renseignements concernant les arrêts de travail. En janvier 1972, elle a élaboré et publié un nouveau bulletin mensuel de recherche. Cette publication, qui se compose d'une brève analyse et de tableaux statistiques rétrospectifs et courants, est axée principalement sur les besoins des gouvernements fédéral et provinciaux ainsi que des organisations et des particuliers participant à la recherche dans le domaine des relations industrielles ou à l'analyse économique, domaines où les renseignements concernant les arrêts de travail sont pertinents. L'accent allait au mois en cours d'analyse, mais les numéros de mars, de juin, de septembre et de décembre comportaient un sommaire des données accumulées jusqu'au mois en question.

Au cours de l'année, la Division a marqué des progrès sensibles dans l'établissement de dossiers historiques méthodiques sur chaque syndicat; ceux-ci constitueront une source utile aux fins d'exécuter des travaux de recherche et de répondre aux demandes de renseignements.

La Division a continué d'entretenir des rapports étroits avec les ministères provinciaux du Travail, au sujet de questions d'intérêt commun portant sur les effets des organisations à l'œuvre dans leurs provinces respectives.

La Division a continué d'entreprendre une étude détaillée et un remaniement en profondeur des dossiers sur les effets syndicaux régionaux, qui remontent à 1949. Elle a mis au point un programme mécanographique visant à faciliter cette étude et à en assurer l'extraction de renseignements d'ordre historique. On s'attend que le programme qui devrait être terminé en 1972 rende possible une analyse plus approfondie des tendances de l'adhésion syndicale par province et par industrie.

Le cadre statuaire des finances des syndicats, la première d'une série d'études sur les structures des syndicats à l'œuvre au Canada, a paru au cours de l'année. Plusieurs autres articles sur le mouvement ouvrier ont été préparés à diverses fins internes.



Des renseignements détaillés concernant l'évolution des salaires ont paru dans Statistics of Wage Developments under Major Collective Agreements, publication trimestrielle. La Division a également publié deux séries parallèles de statistiques, d'après une étude de toutes les conventions visant 500 travailleurs ou plus, à l'exception des conventions conclues dans l'industrie de la construction, que la convention ait été renégociable ou non au cours du trimestre. La seconde série fournissait des données sur les hausses procentuelles des taux minimums, à la suite d'ententes conclues au cours du trimestre analysé.

Au milieu de 1971, la Division a, conjointement avec l'Association canadienne de la construction, entrepris une analyse des conventions collectives conclues dans l'industrie concernant les conventions collectives signées dans cette industrie.

L'achèvement d'un programme type d'analyse des conventions collectives a abouti à la codification des dispositions de toutes les grandes conventions et à leur incorporation à un programme mécanographique. Ce dernier a permis à la Division d'approfondir l'analyse des conventions collectives et de fournir rapidement une foule de renseignements sur un grand nombre de dispositions de conventions.

Au cours de 1971, la Division a publié deux études détaillées; Dispositions de grandes conventions collectives concernant les employés de bureau dans l'industrie manufacturière au Canada (1971) et Dispositions de grandes conventions collectives dans les hôpitaux au Canada. Des résumés de ces études ont paru dans les numéros de décembre 1971 et de janvier et février 1972 de La Gazette du Travail.

#### Division des organisations de travailleurs et des conflits du travail

La Division des organisations de travailleurs et des conflits du travail s'occupe des enquêtes et des travaux de recherche sur le mouvement ouvrier et sur les grèves et lock-out. Le programme concernant ces deux domaines satisfait aux besoins des gouvernements, des syndicats, du patronat, des universités et du grand public, en leur fournissant des renseignements au moyen de publications périodiques et d'études spéciales et en répondant à un grand nombre de demandes de renseignements.

La Division recueille chaque année des données sur les syndicats pour ce qui regarde le nombre de leurs adhérents et d'autres questions. Une publication intitulée Organisations de travailleurs au Canada renferme des données statistiques d'ensemble sur les effectifs syndicaux au Canada et sert de répertoire des organisations de travailleurs à l'œuvre au Canada; elle donne les noms et adresses de leurs dirigeants ainsi que d'autres renseignements pertinents. Au cours de l'année, la Division a préparé la 60e édition annuelle de cette publication, laquelle a paru pour la première fois sous forme d'une seule publication bilingue au lieu de deux éditions distinctes, anglaise et française, comme par le passé.

La consultation mutuelle avec Statistique Canada s'est poursuivie afin d'éliminer le double emploi et de rendre plus efficace le rassemblement des données auprès des syndicats. On a apporté de nouvelles modifications à l'entente pour 1972, suivant laquelle la Division de l'application de la loi sur les déclarations des corporations et des syndicats ouvriers, de Statistique Canada, obtient des renseignements des syndicats qui doivent présenter des rapports en vertu de la loi et les met à la disposition du ministère du Travail du Canada; parallèlement, la Division des organisations de travailleurs et des conflits du travail continue à enquêter sur les organisations locales indépendantes, en coordonnant les syndicats et les autres organisations nationales et internationales connexes avec lesquelles est lié le mouvement ouvrier du Canada. En vertu de ce programme, on satisfait aux dispositions de la loi ainsi qu'aux besoins du ministère du Travail du Canada, grâce à une méthode unique d'enquête auprès des organisations de travailleurs.

En collaboration avec la Division du traitement des données du ministère et de la Division de l'application de la loi sur les déclarations des corporations et des syndicats ouvriers, la Division a entrepris de mettre au point un programme mécanographique servant à dresser les tableaux dont ont besoin le ministère et Statistique Canada.

Le Programme de recherches et de développement a pour objet d'élaborer et de mettre au point, grâce à la recherche et à l'application de connaissances et de méthodes touchant les sciences sociales, des politiques et des programmes qui visent à améliorer les relations industrielles et les normes d'emploi, à l'appui des objectifs du ministère.

Les fonctionnaires supérieurs du Programme de recherches et de développement ont été membres d'un certain nombre de comités interministériels travaillant à l'élaboration de politiques et à l'application de la recherche dans le domaine du travail. En outre, le programme comprend la responsabilité d'appliquer le Règlement sur les allocations (prestations) d'aide de transition aux travailleurs canadiens de l'industrie de l'automobile, dont l'emploi est menacé par suite de l'Accord canado-américain sur l'industrie de l'automobile, ainsi que le Règlement sur les allocations d'aide à l'adaptation des travailleurs des industries du textile et du vêtement, dont l'emploi est menacé par la politique gouvernementale en matière de textile et de vêtement.

L'application du Programme de recherches et de développement est répartie entre la Direction de l'économique et des recherches, la Direction des recherches sur la législation, la Direction des recherches sur les pensions et l'assurance et des services consultatifs et la Bibliothèque.

## DIRECTION DE L'ECONOMIQUE ET DES RECHERCHES

La Direction de l'économique et des recherches est chargée de dispenser des services de recherche et de mise au point de la statistique aux responsables de la politique et aux administrateurs du ministère et des autres organes gouvernementaux, ainsi qu'au salariat, au patronat, aux enseignants et au grand public. Les fonctions de la Direction se répartissent en trois grands groupes: établissement de la statistique, recherche sur la politique du ministère et recherche à l'appui des programmes.

### Etablissement de la statistique

Le Groupe d'établissement de la statistique est chargé des travaux de statistique du ministère, notamment des enquêtes sur les salaires, les conditions de travail, le coût de la main-d'œuvre, les accidents, les arrêts de travail, les organisations de travailleurs, les grandes conventions collectives, l'analyse des contrats et, enfin, l'analyse de l'évolution des salaires établis par voie de négociation collective.

### Division de la négociation collective

Environ 10,000 conventions collectives ainsi qu'un nombre moindre de régimes de prestations aux travailleurs dans l'industrie privée et au gouvernement, y compris toutes les conventions collectives visant 500 travailleurs ou plus, figurent aux dossiers de la Division de la négociation collective le 31 mars 1972. Les ressources de la Division servent à mettre à la disposition du patronat, des syndicats, des universités et des gouvernements des renseignements concernant les salaires et les avantages sociaux en vigueur et des analyses approfondies des dispositions des conventions collectives.

Les dispositions des grandes conventions collectives nouvellement conclues (visant 500 travailleurs ou plus) ont paru chaque mois dans la Revue de la négociation collective. La publication dispense des renseignements concernant les modifications apportées aux salaires et aux avantages sociaux, suivant la province, l'industrie, la compagnie, le syndicat et le nombre de travailleurs touchés.

En collaboration avec le ministère du Travail de l'Ontario, la Division publie une revue mensuelle intitulée Collective Settlements in Ontario. La province analyse les règlements visant des groupes de négociation de 200 travailleurs ou plus, mais de moins de 500 travailleurs, et la Division fournit les mêmes renseignements pour les groupes de 500 travailleurs ou plus.

La Division a de nouveau publié son Calendrier d'expiration des conventions collectives. La publication donne des renseignements sur les conventions visant 500 collectives. Elle traitait pour la première fois des conventions conclues dans l'industrie de la construction.

Loi sur l'indemnisation des marins marchands,  
résumé statistique

TABLEAU 4

						1967-68
						1968-69
						1969-70
						1970-71
						1971-72
Sociétés de transport assurées	33	2,300	37	2,400	23	28
	35	2,400	23	2,450	41	2,250
	37	2,450	28	2,250	31	2,000
Nombre de marins (approx.)						
Demandes d'indemnisation reçues						
Cas d'indemnisation pour incapacité temporaire	33	22	26	35	26	
Cas d'indemnisation pour incapacité permanente	2	3	1	0	3	
Accidents mortels	7	1	1	6	2	

Le personnel du Bureau de la main-d'oeuvre féminine a continué de mener à bien un important programme de publicité en participant à des ateliers de travail, à des conférences et à des groupes d'étude, en prononçant des discours devant nombre d'organisations partout au pays et en participant à des entrevues à la radio et à la télévision tant au Canada qu'à l'étranger.

Les publications annuelles du Bureau de la main-d'oeuvre féminine, Les femmes dans la population active 1970 -- Faits et données et Bureau de la main-d'oeuvre féminine 1971, ont fourni des renseignements et des données statistiques complètes et d'actualité.

Durant l'année, le Bureau de la main-d'oeuvre féminine a accru son personnel. Une employée est devenue la première fonctionnaire fédérale à participer au Programme de développement du bilinguisme destiné aux agents francophones. Au cours de l'année, elle a fréquenté l'université York de Toronto.

Au palier international, le Bureau s'est révélé particulièrement actif au cours de l'année; en effet, la directrice du Bureau a représenté le Canada à la 24e session de la Commission des Nations Unies sur la condition de la femme, à Genève, et a conseillé les représentants canadiens à la Conférence internationale du Travail.

Tout au long de l'année, le Bureau a entretenu des rapports avec le ministère des Affaires extérieures et un certain nombre d'organismes d'autres gouvernements. En collaboration avec l'Agence canadienne de développement international, le Bureau a organisé des voyages d'étude destinés aux boursiers étrangers.



Ministère	Lésions entraînant incapacité	Taux de fréquence des lésions entraînant incapacité	Nombre total de lésions	Nombre de lésions par 100 employés
Eldorado Aviation Limitée	2	28.49	2	5.56
Société du crédit agricole	0	0.00	1	0.17
Office de commercialisation du poisson				
d'eau douce	32	71.35	66	28.70
Centre de recherches pour le développement international	0	0.00	0	0.00
Commission internationale des pêcheries du nord-ouest de l'Atlantique	0	0.00	0	0.00
Commission internationale des pêcheries de flétan du Pacifique	0	0.00	1	25.00
Commission internationale des pêcheries de saumon du Pacifique	1	7.33	4	5.71
Conseil des recherches médicales	0	0.00	0	0.00
Centre national des arts	4	10.26	19	9.50
Office national du film	5	2.86	25	2.79
Conseil des ports nationaux	194	87.73	346	30.51
Conseil national de recherches	63	9.21	161	4.59
Commission d'énergie du Nord canadien	13	20.83	41	12.81
Société des transports du nord Limitée	24	22.30	85	15.40
Commission des prix et des revenus	0	0.00	0	0.00
Commission des relations de travail dans la				
Fonction publique	0	0.00	0	0.00
Monnaie royale canadienne	23	39.32	51	17.00
Commission royale d'enquête sur l'usage des drogues à des fins non médicales	0	0.00	0	0.00
Administration de la Voie maritime du				
Saint-Laurent	107	31.16	222	12.61
Seaway International Bridge Corporation Limited	0	0.00	0	0.00
Conseil des sciences du Canada	0	0.00	3	7.32
Conseil canadien des normes	0	0.00	0	0.00
TOTAL	3,065	49.09	4,914	15.35

<sup>1</sup> La statistique se fonde sur les demandes d'indemnisation reçues au cours de l'année financière 1971-1972.

<sup>2</sup> Le "taux de fréquence des lésions entraînant incapacité" représente le nombre de lésions entraînant incapacité par million d'heures-homme travaillées.

<sup>3</sup> Le "nombre total de lésions" se fonde sur le nombre de soins médicaux prodigués et de lésions entraînant incapacité. L'emploi est calculé d'après les heures-homme fournies sur la base de 1,950 heures-homme par année-homme.

Ministère	Lésions entraînant incapacité	Taux de fréquence des lésions entraînant incapacité	Nombre de lésions par 100 employés	B. Organismes gouvernementaux non assujettis à la politique du Conseil du Trésor en matière de sécurité du travail				
				TOTAL	10,764	22.80	20,242	8.36
Expansion économique régionale	47	11.32	99					4.65
Commissaire à la représentation	0	0	0					0
Gendarmerie royale du Canada	42	10.21	85					4.03
Secrétariat d'Etat	0	0	8					.53
Sénat	0	0	0					0
Solliciteur général	2	9.08	7					6.19
Approvisionnements et Services	78	5.68	162					2.30
Statistique Canada	56	5.16	118					2.12
Cour suprême du Canada	0	0	0					0
Commission du tarif	0	0	0					0
Commission d'appel de l'impôt	0	0	0					0
Transports:								
Administration	9	5.51	22					2.63
Services de la marine	329	27.95	833					13.80
Services de l'air	247	12.49	589					5.81
Conseil du Trésor	1	.96	6					1.13
Commission d'assurance-chômage	43	2.63	122					1.45
Affaires urbaines et Logement	0	0	0					0
Affaires des anciens combattants	451	23.13	700					7.00
TOTAL	10,764	22.80	20,242					8.36
Commission de contrôle de l'énergie atomique	0	0.00	0					0.00
Energie atomique du Canada	41	4.38	122					2.54
Conseil consultatif des districts bilingues	0	0.00	0					0.00
Société d'assurance-dépôts du Canada	0	0.00	0					0.00
Arsenaux canadiens Limitée	8	8.67	23					4.86
Société Radio-Canada	156	8.09	325					3.29
Conseil canadien des ministres des Ressources	0	0.00	0					0.00
Société de développement de l'industrie cinématographique canadienne	0	0.00	0					0.00
Société canadienne des communications transmarines	6	3.83	15					1.87
Office canadien du poisson salé	0	0.00	0					0.00
Société de développement du Cap-Breton	2,263	413.14	3,071					109.33
Société centrale d'hypothèques et de logement	31	7.02	69					3.05
Compagnie des jeunes Canadiens	0	0.00	0					0.00
Corporation de disposition des biens de la Couronne	0	0.00	0					0.00
Construction de défense (1951) Limitée	2	4.54	6					2.65
Conseil de recherches pour la défense	64	14.42	109					4.79
Conseil économique du Canada	0	0.00	0					0.00
Eldorado Nucléaire Limitée	26	17.41	147					19.19

**TABLEAU 3 – STATISTIQUE DES ACCIDENTS**  
A. Ministères de la Fonction publique

Ministère	Lésions entraînant incapacité	Taux de fréquence des lésions entraînant incapacité	Nombre total de lésions	Nombre de lésions par 100 employés
Agriculture . . . . .	251	14.33	653	7.27
Bureau de l'auditeur général . . . . .	1	1.84	1	.36
Imprimerie du gouvernement canadien . . . . .	16	4.65	50	2.84
Commission canadienne des grains . . . . .	50	24.08	87	8.17
Agence canadienne de développement international . . . . .	1	.50	3	.29
Service canadien des pénitenciers . . . . .	312	29.78	722	13.24
Conseil de la radio-télévision canadienne . . . . .	1	1.64	5	1.60
Commission canadienne des transports . . . . .	0	0	1	.18
Directeur général des élections . . . . .	0	0	1	3.33
Commissaire aux langues officielles . . . . .	0	0	0	0
Communications . . . . .	10	3.16	31	1.91
Consommation et Corporations . . . . .	14	4.23	40	2.36
Energie, Mines et Ressources . . . . .	44	6.64	153	4.51
Environnement . . . . .	180	8.83	508	4.86
Affaires extérieures . . . . .	8	1.03	14	.35
Finances . . . . .	2	2.10	5	1.02
Résidence du gouverneur général . . . . .	0	0	2	2.82
Chambre des communes . . . . .	17	8.09	31	2.88
Commission d'appel de l'immigration . . . . .	0	0	0	0
Affaires indiennes et Nord canadien . . . . .	410	22.15	813	8.57
Industrie et commerce . . . . .	10	2.29	19	.85
Information Canada . . . . .	11	10.79	23	4.40
Assurances . . . . .	1	3.35	1	.65
Commission mixte internationale . . . . .	0	0	0	0
Justice . . . . .	3	2.14	4	.56
Travail . . . . .	8	5.61	14	1.92
Commission de réforme du droit . . . . .	0	0	0	0
Bibliothèque du parlement . . . . .	0	0	1	.98
Main-d'oeuvre et Immigration . . . . .	36	1.90	92	.94
Commission de la capitale nationale . . . . .	69	34.45	149	14.51
Défense nationale . . . . .	2,692	36.38	5,324	14.03
Office national de l'énergie . . . . .	1	2.77	1	.54
Santé nationale et Bien-être social . . . . .	118	7.55	273	3.41
Bibliothèque nationale . . . . .	5	10.42	8	3.25
Musées nationaux du Canada . . . . .	5	6.02	13	3.05
Revenu national: . . . . .				
— Impôt . . . . .	58	2.79	155	1.45
— Douanes et Accise . . . . .	60	3.73	152	1.84
Postes . . . . .	4,737	54.41	7,439	16.66
Bureau du Conseil privé . . . . .	3	3.80	8	1.98
Archives publiques . . . . .	7	9.73	18	4.88
Commission de la Fonction publique . . . . .	8	2.78	11	.75
Travaux publics . . . . .	310	20.05	666	8.40



**Indemnités versées et part des frais d'administration assumée par le  
gouvernement fédéral, par province**

TABLEAU 2

Province	Indemnités versées 1971-1972	Frais d'administration 1971
Terre-Neuve	\$ 56,095	\$ 5,175
Ile-du-Prince-Edouard	27,352	2,321
Nouvelle-Ecosse	320,007	30,495
Nouvelle-Ecosse (Société de dévelop. du Cap-Breton)	1,965,790	180,472
Nouvelle-Ecosse (Société de dévelop. du Cap-Breton — anciens cas de silicose)	200,194	25,305
Nouveau-Brunswick	135,875	256,564
Québec	1,211,663	182,063
Ontario	1,409,377	13,906
Manitoba	129,981	31,973
Saskatchewan	192,938	60,680
Alberta	542,005	79,681
Colombie-Britannique	416,483	
<b>TOTAL</b>	<b>\$6,607,760</b>	<b>\$868,635</b>

\* Y compris les demandes de la Société de développement du Cap-Breton.  
 1 Cas où le salaire continue à être versé au lieu d'une indemnité.  
 2 Y compris 3,281 demandes de la Société de développement du Cap-Breton.  
 3 Comprises dans le total des demandes.

Lésions mineures	Pre-miers soins	Soins médicaux	Indemnisation	Congé pour lésions <sup>1</sup>	Incapacité permanente	Décès	Demandes rejetées <sup>3</sup>	TOTAL
Terre-Neuve	6	101	31	109	0	0	5	247
Ile-du-Prince-Edouard	2	47	7	48	0	0	0	104
*Nouvelle-Ecosse <sup>2</sup>	15	1,967	2,333	871	128	3	302	5,317
Nouveau-Brunswick	13	487	48	281	2	0	7	831
Québec	27	2,052	382	2,693	32	6	48	5,192
Ontario	254	3,800	557	3,644	3	7	236	8,265
Manitoba	44	399	98	420	1	1	7	963
Saskatchewan	17	399	68	235	1	0	4	720
Alberta	62	557	120	701	3	6	22	1,449
Colombie-Britannique	76	1,497	150	957	2	2	49	2,684
Yukon et T.N.-O.	23	291	99	63	2	3	—	481
A l'étranger	0	6	2	4	0	0	—	12
<b>TOTAL</b>	<b>539</b>	<b>11,603</b>	<b>3,895</b>	<b>10,026</b>	<b>174</b>	<b>28</b>	<b>680</b>	<b>26,265</b>

**Demandes d'indemnisation en 1971-1972, par province et par catégorie**

TABLEAU 1

Le Conseil du Trésor a aussi autorisé la Division à conclure avec les commissions provinciales des accidents du travail des ententes leur permettant de statuer sur les demandes de personnes occupées à des activités approuvées en vertu du Programme d'initiales locales, à condition qu'aucune loi provinciale sur les accidents du travail ne protège ces personnes. Le nombre et le coût de ces demandes d'indemnisation ne sont pas encore connus, car les travaux en vertu de ce programme ne devaient prendre fin qu'au 31 mai 1972. Le coût total de ces demandes sera recouvert du ministère de la Main-d'œuvre et de l'Immigration.

On trouvera les tableaux suivants en annexe :

Tableau 1 - Demandes d'indemnisation par province et par catégorie.

Tableau 2 - Indemnités versées et part des frais d'administration assumée par les provinces

Tableau 3 - Statistique des accidents par ministère et organisme

## Indemnisation des marins marchands

La Loi sur l'indemnisation des marins marchands protège les marins employés à bord d'un navire immatriculé au Canada ou à bord d'un navire cédé aux termes d'une charte coque-nue à une personne qui réside au Canada ou qui y a son principal lieu d'affaires, lorsque ce navire est affecté au commerce dans un voyage de long cours ou un voyage de cabotage, selon la définition que la Loi sur la marine marchande du Canada donne de ces voyages, quand aucune loi provinciale sur les accidents du travail ou la Loi sur l'indemnisation des employés de l'Etat ne protège ces marins.

L'application de la Loi sur l'indemnisation des marins marchands incombe à la Commission d'indemnisation des marins marchands qui se compose de trois hauts fonctionnaires nommés par le gouverneur en conseil. Le chef de la Division de l'indemnisation est secrétaire d'office de la Commission.

La Commission a reçu au cours de l'année 47 demandes; huit d'entre elles n'avaient trait qu'à des soins médicaux tandis que huit autres ne pouvaient être étudiées car elles ne relevaient pas de la Loi.

Des prestations supplémentaires ont été versées à l'égard de quatre enfants à la charge de l'accidenté qui avaient atteint l'âge de dix-huit ans mais qui étaient encore aux études. Des pensions supplémentaires sont aussi versées aux veuves de vingt-trois marins qui sont morts des suites d'accidents du travail ainsi qu'à 18 enfants à leur charge.

Pour un résumé statistique des demandes reçues depuis les cinq dernières années, voir le tableau 4.

## BUREAU DE LA MAIN-D'OEUVRE FEMININE

L'immense intérêt de la population et du gouvernement pour les questions concernant la situation de la femme dans la société en général et dans la population active en particulier a imposé beaucoup de travail au Bureau de la main-d'œuvre féminine. Le Bureau de la main-d'œuvre féminine a participé à un comité interministériel institué par le Conseil privé pour étudier à fond les recommandations du Rapport de la Commission royale d'enquête sur la situation de la femme; le ministère s'est vu confier, en particulier, la question de la situation de la femme dans l'économie canadienne. Le comité a présenté son rapport pour étude au Comité de la politique sociale du Conseil privé.

La loi modifiant le Code canadien du travail (Normes) et ses dispositions relatives au congé de maternité et à l'égalité de rémunération pour un travail de valeur égale sont entrées en vigueur au cours de l'année; il en a été de même de la nouvelle loi sur l'assurance-chômage qui prévoit le versement de prestations aux travailleuses dans les cas de congé de maternité. Ces dispositions législatives donnent suite à un certain nombre de recommandations qu'avait formulées la Commission royale d'enquête sur la situation de la femme.

La Division de l'indemnisation est chargée de l'application de la Loi sur l'indemnisation des employés de l'Etat, qui protège quelque 215,000 personnes employées par 108 ministères fédéraux et sociétés de la Couronne.

Au cours de l'année, on a signalé 26,265 accidents, soit une augmentation de 2,081 par rapport à l'année dernière. Le nombre de lésions entraînant incapacité est passé de 12,565 en 1970-1971 à 14,123 en 1971-1972 et le pourcentage du total fournit a augmenté de 1.12 p. 100. On a signalé 23 accidents mortels, soit une diminution de 7 comparativement à l'année dernière. La proportion de tous les accidents par rapport à tous les travailleurs s'est établie à un sur 10 et celle des lésions entraînant incapacité, à un sur 19.

Des indemnités et des pensions pour incapacité permanente sont versées à environ 1,970 employés, anciens employés ou à des personnes à charge, par suite de lésions subies lors d'accidents du travail ou en découlant.

Des 26,265 accidents enregistrés, 539 ont nécessité des premiers soins seulement, et la Division a rejeté 680 demandes d'indemnisation, soit que la personne blessée n'ait pu être considérée comme un employé du gouvernement fédéral, soit que la blessure signalée n'ait pas été le résultat d'un accident survenu directement dans l'exercice de ses fonctions.

Certaines sociétés de la Couronne dont les employés sont protégés par la loi font des remboursements au Fonds du revenu consolidé pour payer le coût total de leurs accidents, y compris leur part des frais d'administration, tandis que d'autres paient une cotisation fixée d'après leur bordereau de paie. Ainsi, l'argent reçu sert à contrebalancer en partie les sommes versées en indemnités et en frais d'administration.

La majorité des employés blessés lors d'accidents du travail mettant en cause une tierce partie ont préféré présenter des demandes d'indemnisation en vertu de la Loi sur l'indemnisation des employés de l'Etat, subrogeant ainsi au gouvernement de Sa Majesté leur droit de recours contre la tierce partie. Le nombre de nouvelles demandes mettant en cause une tierce partie s'est établi à 946, soit une augmentation de 43 comparativement à l'année dernière. De ce nombre, 739 ont été étudiées et réglées par la Direction, soit par l'octroi d'un dédommagement, soit par un jugement portant qu'on ne pouvait pas intenter de poursuite contre la tierce partie; la Direction a déferé 88 demandes au ministère de la Justice pour étude, action et règlement, soit 42 de plus que l'année dernière.

Au 1er avril 1972, 664 cas étaient encore en suspens, soit une augmentation de 119 en comparaison du 1er avril 1971. On a recouvré \$185,614.62 des tierces parties, soit la somme la plus élevée jusqu'ici. De cette somme, \$25,157.55 ont été versées à 43 réclamants, et la Direction attend l'approbation du Conseil du Trésor pour le versement de \$14,839.78 à trois autres réclamants. Le reste a servi à absorber les frais inhérents aux demandes.

Au cours de l'année, des fonctionnaires supérieurs de la Division ont visité chacune des commissions provinciales des accidents du travail, afin de discuter de problèmes communs concernant l'adjudication et l'enregistrement des demandes. Toutes les commissions ont collaboré à l'adoption d'un système de codification des employés pour chacune des demandes inscrites sur leurs rapports mensuels, et le travail s'en trouve simplifié d'autant.

Des rapports statistiques des accidents ont été fournis à tous les employés de façon à les tenir au courant du dossier de leurs employés en matière d'accidents. Le programme de statistiques sur ordinateur fait l'objet d'une étude constante; des modifications y ont été apportées l'année dernière afin d'en tirer des renseignements plus particuliers.

Au cours de l'été 1971, la Division, en collaboration avec les commissions provinciales des accidents du travail, a administré une caisse créée avec l'approbation du Conseil du Trésor en vue de protéger les jeunes gens qui participent à des travaux approuvés en vertu de Perspectives-Jeunesse. On a signalé quelque 80 accidents entraînant des blessures qui ont occasionné jusqu'ici des indemnités d'environ \$15,000. Cet argent sera recouvert de Perspectives-Jeunesse.



On a mené 13 contrôles nationaux et 16 contrôles régionaux ou locaux. CP Rail, Air Canada et le ministère des Postes sont des exemples types d'organismes qui ont fait l'objet de contrôles au niveau national tandis que le Conseil des ports nationaux (Churchill), la Reimer Express Lines Ltd. (Manitoba) et la CP Air (C.-B.) constituent des exemples de contrôles régionaux.

Deux cent quatre-vingt-seize enquêtes techniques ont eu lieu dans des lieux de travail considérés comme dangereux. On a également mené des enquêtes approfondies sur les conditions de la poussière dans les charbonnages de la société de développement du Cap-Breton, dans les éleveurs à grain de terminus et dans les éleveurs à grain ruraux, ainsi qu'une enquête sur les installations d'aération dans les laboratoires des ministères fédéraux situés dans la région de la capitale nationale.

## Consultation

Plus de mille réunions ont eu lieu avec des employeurs, des syndicats et d'autres parties en vue de régler les problèmes découlant de l'interprétation des règlements et de la conformité aux directives de sécurité, de traiter les plaintes et de fournir de l'aide technique au sujet de problèmes particuliers et de l'amélioration des programmes de prévention des accidents. Environ la moitié de ces réunions avaient pour objet le perfectionnement des programmes de prévention des accidents, l'accent portant sur les enquêtes qui s'imposent.

## Éducation et formation

Un film intitulé "L'imprévu", réalisé pour le ministère par l'Office national du film, a pour objet d'aider à perfectionner les enquêtes sur les accidents et à mieux faire connaître les différences entre les causes de lésions et les causes d'accidents. Depuis novembre 1971, quand le film a été lancé, on en a vendu 60 exemplaires et de nombreux autres ont été empruntés des bureaux régionaux de sécurité ou des cinémathèques de l'Office national du film.

Six brochures ont été publiées afin d'aider à perfectionner les programmes de prévention des accidents et d'expliquer le rôle de réglementation et de consultation du ministère en matière de prévention des accidents. Il s'agit de: Inspection de la sécurité professionnelle, Contrôle de la sécurité professionnelle, Enquêtes et rapports sur les accidents, Accidents du travail entraînant des blessures légères, Prévention et contrôle réglementaire des accidents et Guide de l'approvisionnement en matériel de premiers soins, au Canada.

Les agents de sécurité de la Division ont dirigé plus de cent colloques de formation ou y ont participé; ces colloques traitaient des notions fondamentales de prévention des accidents, des enquêtes et des rapports sur les accidents et d'autres questions pertinentes.

## Statistiques

D'après des estimations, il y a eu, au cours de l'année, de 25,000 à 30,000 lésions entraînant incapacité dans les entreprises assujetties à la Partie IV du Code canadien du travail (sécurité du personnel) et le nombre de jours-homme perdus par suite de ces lésions a dépassé 500,000, soit environ une journée perdue par employé.

Le taux de fréquence des lésions entraînant incapacité dans la Fonction publique en 1971-1972 a été supérieur à celui de 1970-1971 mais, par contre, cette hausse a été inférieure à celle des années antérieures et au taux d'augmentation annuelle de 11 p. 100 dans le secteur industriel. Il semble que les répercussions du programme énergétique de prévention des accidents, entrepris dans la Fonction publique au cours des deux dernières années, commencent à se faire sentir. Le nombre de lésions entraînant incapacité parmi 240,000 travailleurs a dépassé 11,000, et environ 200,000 jours-homme ont été perdus.

Dans la Fonction publique et dans les entreprises du secteur privé assujetties à la Partie IV du Code canadien du travail, le total des jours-homme perdus au cours de l'année 1971-1972 à cause de lésions entraînant incapacité aurait dépassé 700,000, soit environ 20 jours par lésion entraînant incapacité. Ce total de jours-homme est supérieur à celui des jours perdus à cause de grèves et de lock-out dans ces secteurs.

## Juste taux de salaire

Au cours de l'année, on a établi 6,121 justes taux de salaire applicables à des contrats du gouvernement. A la suite de 232 demandes, on a fixé 1,053 autres taux de salaire applicables aux employés des ministères et organismes du gouvernement.

Les agents du ministère ont mené des enquêtes sur des salaires touchant 76 zones, pour recueillir des renseignements sur les taux de salaires versés par les entrepreneurs de l'industrie de la construction et les employeurs d'autres industries dans diverses régions du Canada. Au cours de ces enquêtes, ils ont interrogé 3,298 employeurs qui comptent 96,796 travailleurs horaires. Ils ont tiré des renseignements supplémentaires des lois provinciales du travail et des conventions collectives.

## PREVENTION DES ACCIDENTS ET INDEMNISATION

Les principales fonctions de la Direction de la prévention des accidents et de l'indemnisation consistent à élaborer et à appliquer, en conformité avec les dispositions de la Partie IV du Code canadien du travail (sécurité du personnel), une norme satisfaisante de sécurité du travail dans les entreprises relevant de l'autorité fédérale et dans la fonction publique et à assurer l'application de la loi sur l'indemnisation des employés de l'Etat, en vertu de laquelle des indemnités pour lésions subies au travail sont versées aux employés du gouvernement fédéral. Elle assure en outre l'application de la loi sur l'indemnisation des marins marchands.

## Division de la prévention des accidents

### Généralités

La Division en est à sa quatrième année d'activité et a dépassé le stade de l'organisation. La prévention des accidents, qui s'est accélérée dans toutes les régions, s'est fait particulièrement sentir dans le domaine des contacts où il y a eu six fois plus d'activité qu'au cours de l'année précédente.

## Règlements, normes et bulletins de données techniques

Depuis deux ans et demi, des règlements concernant dix-neuf des grands secteurs de la sécurité et de l'hygiène du travail ont été établis en collaboration étroite avec les principaux intéressés et divers experts en matière de sécurité. Au 31 mars, douze de ces règlements - par exemple, ceux qui concernent les substances dangereuses, la protection des machines, la lutte contre le bruit et les espaces clos - avaient été approuvés par le Conseil privé et quatre autres règlements faisaient l'objet d'une étude par les avocats du bureau du Conseil privé. Les ébauches techniques des trois derniers règlements étaient presque terminées et prêtes pour étude juridique.

La Division a continué à participer à des comités de l'Association canadienne de normalisation, par exemple, le comité des chaudières et des récepteurs sous pression et le comité des appareils de levage, ainsi qu'à la Commission de révision de la politique de normalisation, qui relève de l'Association canadienne de normalisation.

Douze bulletins de données techniques ont été publiés; ils traitent, entre autres choses, des régimes de lock-out et de permis de travail, de l'équipement flottant de sécurité, de l'utilisation sûre des élingues, des outils manuels à cartouche, etc.

## Inspections, contrôles et enquêtes de sécurité

Des inspecteurs provinciaux nommés agents de sécurité du Canada ont, pour le compte du ministère du Travail du Canada, mené 20,000 inspections de sécurité de chaudières, de récepteurs sous pression, d'appareils de levage et d'installations électriques et de gaz. On a terminé des enquêtes sur la sécurité dans environ 6,000 lieux de travail.

Une partie importante des effectifs de la Division de la prévention des accidents ont été affectés à la conduite de contrôles de sécurité. Il s'agit d'une nouvelle technique qui vise non seulement à trouver et à évaluer les conditions dangereuses de travail, mais aussi à déterminer l'efficacité générale du régime de prévention des accidents de l'employeur, par l'analyse de chacun de ses éléments, par exemple, la politique en matière de sécurité, le comportement des cadres et des employés à son égard, la responsabilité et les rapports en matière de sécurité, l'organisation de la sécurité, l'éducation et la formation, les enquêtes sur les accidents, la statistique, etc.

b) Décret autorisant la prolongation de la durée du travail dans le transport du courrier par véhicules automobiles, effectué par les entrepreneurs du ministère des Postes du Canada - intitulé désormais Règlement sur la durée du travail (transport du courrier).

- On a autorisé, dans un cas visant trois employés, l'application d'une période de 13 semaines ou moins en vertu de l'article 9(1)a).

c) Décret autorisant la prolongation de la durée du travail dans le transport des marchandises par bateau sur le fleuve Saint-Laurent et le long de la côte est du Canada.

- Au cours de l'année, le ministre a approuvé, en vertu de l'article 9(1) du Décret, un permis autorisant le travail au-delà de la durée maximale du travail prescrite par le Décret.

## Programme de mise en application du Code

Au cours de l'année, on a enquêté sur 866 plaintes formulées par les employés. De ce nombre, 491 signalant des infractions au Code ont entraîné le recouvrement de \$71,917 en arriérages de salaires.

Au cours de la même période, 1,436 entreprises, comptant environ 37,643 employés, ont fait l'objet d'inspections. Six cent soixante-six d'entre elles se conformaient aux normes du Code; 283 ne semblaient pas assujetties au Code; 57 avaient cessé leur activité; 110 ne tenaient pas des dossiers convenables; et les 320 autres avaient entreint les dispositions du Code. Ces infractions ont entraîné le recouvrement de \$177,252 en arriérages de salaires, au nom de 2,779 employés.

Contrats fédéraux pour travaux de construction, de rénovation, de réparation ou de démolition

La Loi sur les justes salaires et les heures de travail et l'arrêté en conseil C.P. 1954-2029 sur la politique des justes salaires établissent des normes régissant les salaires, la durée du travail et d'autres conditions de travail à l'égard des employés affectés à des travaux exécutés à forfait pour le compte du gouvernement fédéral ou grâce aux deniers publics.

Au cours de l'année financière 1971-1972, la Direction a établi 5,326 exposés de conditions de travail à l'intention de la partie adjudicataire, comparativement à 5,115 au cours de 1970-1971 et à 3,438 au cours de 1969-1970.

Contrats de services. Bien que la Loi sur les justes salaires et les heures de travail ne s'applique pas aux contrats de services, des exposés de conditions ont été établis relativement à de tels contrats à la demande de certains ministères et organismes du gouvernement, par exemple pour les services de ménage et de nettoyage des édifices publics, de déménagement du mobilier et des accessoires de bureau, de paysagisme, d'enlèvement de la neige et des ordures et d'approvisionnement des camps militaires et d'autres établissements.

## Application de la Loi sur les justes salaires

Toutes les plaintes au sujet des entrepreneurs qui n'observent pas les normes ont fait l'objet d'enquêtes. En outre, on a poursuivi la politique des inspections planifiées.

Au cours de l'année financière, on a procédé à 1,213 inspections portant sur les salaires, la durée du travail et sur d'autres conditions de travail, y compris les dispositions interdisant la discrimination, chez les entrepreneurs chargés de l'exécution des contrats du gouvernement. De ce nombre, 835 visaient des entrepreneurs généraux et 378, des sous-traitants. Les chiffres correspondants pour l'année 1970-1971 étaient respectivement de 1,329, 997 et 332.

Pour assurer l'observation des conditions de travail prescrites et le juste paiement du salaire en 1971-1972, une somme totale de \$107,193 a été perçue de 140 entrepreneurs et répartie entre 1,060 travailleurs en arriérages de salaires. Au cours de l'exercice de 1970-1971, les arriérages de salaires recouvrés s'élevaient à \$143,784, au nom de 1,475 employés de 158 entrepreneurs.



- On a fait état, en vertu de l'article 33(5) du Code, de 37 cas où 6,983 employés avaient travaillé au total 927,544\* heures au-delà de la durée maximale du travail prescrite.
  - \*Ce chiffre comprend cinq cas où 2,590 employés avaient travaillé au total 441,898 heures au-delà de la durée prescrite au cours de l'exercice précédent, mais, comme ils étaient parvenus trop tard, ils n'avaient pu entrer dans les données statistiques de 1970-1971.
  - On a fait état, en vertu de l'article 34(2) du Code, de 241 cas où 13,836 employés avaient travaillé 180,933 heures d'urgence au-delà de la durée maximale du travail prescrite.
  - On a signalé, en vertu de l'article 51(1a), 15 substitutions à des jours fériés légaux, visant quelque 2,763 employés; le ministre a approuvé, en vertu de l'article 51(1b) du Code, 50 substitutions visant environ 1,598 employés.
  - Le ministre a accordé, en vertu de l'article 68(2) du Code, trois exemptions de fournir des renseignements écrits sur les bordereaux de paie, tel que le prescrit l'article 68(1) du Code; une exemption que le ministre avait accordée auparavant a été révoquée.
  - On a fait état, dans 30 cas, de l'application de périodes de 13 semaines ou moins aux fins du calcul de la moyenne en vertu de l'article 6 du Règlement d'application, visant environ 1,687 employés.
  - On a autorisé, dans 19 cas, l'application de périodes de plus de 13 semaines aux fins du calcul de la moyenne en vertu de l'article 5 du Règlement d'application, visant 268 employés.
  - Lorsque le taux minimum de salaire horaire a été modifié le 1er juillet 1971, on a révoqué une exemption à l'égard des stagiaires, en vertu de l'article 11 du Règlement d'application, et le ministre a accordé deux nouvelles exemptions.
  - On a autorisé neuf renoncations de congé annuel concernant 17 employés, conformément à l'article 14 du Règlement d'application, et on a reçu huit demandes de remise des congés annuels, visant huit employés, en vertu de l'article 15a) du Règlement.
  - On a agréé 48 demandes d'approbation d'année de service à une date différente de la date anniversaire d'entrée en fonction d'un employé, aux fins des congés annuels, en vertu de l'article 16 du Règlement.
- Activités conformes aux décrets de prolongation**
- a) Décret prolongeant la durée du travail dans le transport des marchandises par véhicules automobiles.
  - En vertu du Décret, on a autorisé durant l'année l'application de cinq périodes de 13 semaines ou moins aux fins du calcul de la moyenne dans l'intérêt de 29 routiers.
  - On a autorisé, dans six cas visant 150 routiers, l'application de périodes de plus de 13 semaines aux fins du calcul de la moyenne.
  - Le ministre a approuvé 20 permis, en vertu de l'article 8(1), autorisant le travail au-delà de la durée maximale du travail prescrite par le Décret.
  - On a fait état, en vertu de l'article 8(5) du Décret, de 24 cas où 488 employés avaient travaillé au total 8,338 heures au-delà de la durée maximale du travail prescrite.
  - On a fait état, en vertu de l'article 9(2) du Décret, de 44 cas où 2,110 employés avaient travaillé au total 10,228 heures d'urgence au-delà de la durée maximale du travail prescrite.
  - On a fait état, en vertu de l'article 12(2) du Décret, de cinq cas où 16 routiers avaient travaillé au total 617 heures d'urgence au-delà de la durée maximale du travail prescrite dans les périodes de calcul de la moyenne.

- En vertu de l'article 33 du Code, on a accordé 33 permis autorisant le travail au-delà de la durée maximale du travail prescrite.

Quelques-unes des dispositions du Code donnent aux employeurs une certaine latitude dans l'application de ses normes à leurs entreprises. Au cours de l'année, les cas suivants ont témoigné de cette latitude:

#### Latitude dans l'application du Code

Le 25 février 1972, le ministre du Travail a révoqué l'ajournement de la Partie I du Code à l'égard des catégories suivantes de travailleurs des chemins de fer: chefs de gare de triage, chefs de gare de triage adjoints, conducteurs de locomotive, chauffeurs de locomotive (aides), remorqueurs, conducteurs de trains, préposés aux bagages, serre-freins, contremaîtres de triage, gareurs de trains, aiguilleurs et préposés aux rails-freins.

#### Révocation

Ce Décret, qui suspendait l'application de la Division I du Code, a expiré le 31 juillet 1971. Il établissait des normes provisoires concernant la durée du travail des travailleurs, autres que les employés de bureau de la Division de la houille de la Société de développement du Cap-Breton (C.P. 1969-2433).

#### Expiration

A la suite du rapport d'une commission d'enquête (nommée le 29 juin 1971), les dispositions de la Partie III du Code canadien du travail (Normes du travail) qui portent sur la durée du travail ont été suspendues jusqu'au 30 juin 1972 et on a publié le Règlement sur la durée du travail (transport du courrier). Le Règlement prescrit, pour une période déterminée, la durée normale du travail des employés affectés au transport du courrier par véhicules automobiles pour le compte du ministère des Postes du Canada.

Le Décret s'applique aux routiers employés par des entrepreneurs du ministère des Postes du Canada. Il suspend l'application de la Division I du Code et établit une durée provisoire du travail pour la période allant du 11 septembre 1968 au 30 juin 1971.

b) Décret autorisant la prolongation de la durée du travail dans le transport du courrier par véhicules automobiles, effectué par les entrepreneurs du ministère des Postes du Canada (C.P. 1968-1844).

L'industrie du camionnage poursuit son activité conformément au Décret qui suspend l'application de la Division I du Code et établit des normes provisoires pour la période allant du 1er juillet 1968 au 30 juin 1971. Après enquête, ce Décret a été prolongé jusqu'au 30 juin 1972.

a) Décret prolongeant la durée du travail dans le transport des marchandises par véhicules automobiles (C.P. 1968-581 et modification C.P. (1968-1433).

#### Prolongations

Avant la modification de 1971 certaines mesures spéciales et provisoires ont permis, par décret, d'ajourner ou de suspendre l'application de la Partie I (maintenant la Division I), portant sur la durée du travail. Les changements apportés au cours de l'année étaient les suivants:

#### Ajournements et suspensions

1. Transport maritime - Les travailleurs affectés à tout ouvrage, entreprise ou affaire exploitée ou exécutée aux fins de ou en rapport avec la navigation et le transport maritime à Terre-Neuve et en Colombie-Britannique.

2. Camionnage et transport par autobus - Y compris les employés des entrepreneurs du ministère des Postes du Canada, chargés du transport du courrier par véhicules automobiles.

## PROGRAMME DES NORMES D'EMPLOI

Le programme des normes d'emploi porte sur l'élaboration et l'application des normes établies en vertu du Code canadien du travail (Partie II - Normes du travail, Partie IV - Sécurité du personnel), de la loi sur les justes salaires et les heures de travail et des arrêtés ministériels qui s'y rapportent; sur l'application de la législation concernant la réparation des accidents du travail lorsqu'il s'agit des fonctionnaires fédéraux et des marins marchands; enfin, sur les programmes qui visent à apporter des changements dans les attitudes et les pratiques relatives à la condition de la femme afin d'accélérer son intégration professionnelle et salariale dans la population active. L'application du programme est répartie entre la Direction des normes du travail, la Direction de la prévention des accidents et de l'indemnisation et le Bureau de la main-d'œuvre féminine.

## NORMES DU TRAVAIL

La Direction des normes du travail est chargée de l'application du Code canadien du travail (Partie III), de la politique du gouvernement du Canada en matière de justes salaires et de la loi sur les justes salaires et les heures de travail. La Direction comprend une administration centrale composée de deux divisions et de neuf bureaux régionaux situés à Saint-Jean (T.-N.), Halifax, Fredericton, Montréal, Ottawa, Toronto, Winnipeg, Edmonton et Vancouver. Une division de l'administration centrale, celle des Normes, s'occupe de l'application de la Partie III du Code, tandis que l'autre, la Division des contrats du gouvernement fédéral, est chargée de l'application de la politique en matière de justes salaires.

La Direction des normes du travail enquête sur toutes les plaintes et met en œuvre un programme d'inspections planifiées en vue d'assurer l'application de la loi. Elle procède également à des enquêtes annuelles sur les salaires afin d'établir le taux de salaire qu'il convient de payer aux travailleurs affectés aux entreprises de construction du gouvernement fédéral.

## Code canadien du travail

Le Code canadien du travail (Normes), qui est entré en vigueur le 1<sup>er</sup> juillet 1965, établissait les normes minimums en matière de durée du travail, de salaires, de congés annuels et de jours fériés légaux. Les normes s'appliquaient, à cette époque et maintenant, aux travailleurs affectés à tout ouvrage, à toute entreprise ou à toute affaire qui relève de l'autorité législative du Parlement du Canada. Le 1<sup>er</sup> juillet 1971, le Code canadien du travail (Normes) a été modifié et constitue maintenant la Partie III du Code canadien du travail (Normes du travail).

## Le Code canadien du travail, Partie III (Normes du travail)

La Partie III établit de nouvelles normes sur l'égalité des salaires, le congé de maternité, le préavis de cessation d'emploi collective et individuelle, l'indemnité de départ et la saisie-arrest. Les normes qui touchent la cessation d'emploi et l'indemnité de départ sont entrées en vigueur le 1<sup>er</sup> janvier 1972.

Les modifications aux anciennes normes comprennent également le relèvement du salaire minimum à \$1.75 l'heure. Quant à la durée du travail, on peut, dans certaines conditions, publier des règlements afin d'apporter des changements ou de soustraire une ou plusieurs catégories de travailleurs à l'application des dispositions qui régissent la durée normale et la durée maximum du travail ainsi que les heures supplémentaires. Au préalable, il faut que le ministre fasse faire une enquête, conformément au Code, sur le travail des employés d'être touchés par les changements et qu'il établisse, d'après le rapport de l'enquête, que l'application sans modification des dispositions du Code serait indument préjudiciable aux intérêts des employés ou grandement nuisible à l'exploitation de l'établissement industriel en cause.

Depuis la modification de la Partie III, on a entrepris des enquêtes sur la durée du travail dans les secteurs suivants:

1. Chemins de fer - Les travailleurs qui entrent dans la catégorie des chefs de gare de triage, des chefs de gare de triage adjoints, des conducteurs de locomotive, des chauffeurs de locomotive (aides), des remorqueurs, des conducteurs de trains, des préposés aux bagages, des serre-freins, des contremaîtres de triage, des gareurs de trains, des aiguilleurs et des préposés aux rails-freins.



La Direction a aussi participé au Salon syndical-industriel présenté par le Département de l'étiquette syndicale du CTC, à London, du 2 au 6 octobre. Le Salon, où 108 manufactures et industries des services ont exposé leurs produits, avait comme thème la collaboration ouvrière-patronale. Quelque 90,000 personnes ont visité le Salon, en particulier l'étalage de la Direction.

La Direction s'occupe également de publier des brochures et des feuillets à l'intention des comités de consultation mutuelle. La publication annuelle intitulée Le Comité ouvrier-patronal - Documentation... livre de commande prête main forte aux représentants régionaux; elle renferme diverses affiches, des sujets de discussion et d'autre documentation à l'usage des comités de consultation ouvrière-patronale.

Le journal de la Direction, Travail d'équipe dans l'industrie, publie régulièrement des articles d'information sur les divers genres de comités de consultation mutuelle, les problèmes qu'ils ont surmontés et les défis qu'ils ont à relever. La publication paraît dix fois par année et est distribuée gratuitement à tous ceux que la consultation mutuelle intéresse. Son tirage en langue anglaise est de 35,500 exemplaires et de 14,500 en langue française.

La direction a imprimé une nouvelle publication, La consultation ouvrière-patronale dans la Fonction publique, afin de renseigner ceux que l'introduction de la consultation dans leur ministère pourrait toucher. On a aussi réimprimé trois brochures fort utiles: L'automatisme et vous, Le sens de la consultation mutuelle et Guide pratique à l'usage des comités ouvriers-patronaux de consultation.

La Direction de la consultation ouvrière-patronale a fourni un précieux apport dans la réalisation d'un des principaux objectifs du ministère, à savoir, favoriser de saines relations du travail. A cette fin, elle a établi un dialogue fructueux entre le salariat et le patronat dans tous les secteurs de l'économie; elle a activement pris part à la création de comités de consultation mutuelle; elle a en outre dispensé divers services de soutien aux comités déjà en place. Bien que la Direction a continué à s'occuper plus particulièrement des comités relevant de l'autorité fédérale, elle a surtout oeuvré dans le domaine de la Fonction publique fédérale en 1971-1972.

Au 31 mars 1972, on comptait 497 comités représentant 180,381 travailleurs des industries relevant de l'autorité fédérale et 2,219 comités représentant 631,371 travailleurs relevant de l'autorité provinciale.

Le fait d'accorder plus d'importance aux systèmes de consultation nationale qu'à la consultation régionale a rendu nécessaire un remaniement des méthodes d'encouragement; une fois mises en application, ces nouvelles méthodes se sont révélées efficaces. Les agents des relations industrielles de la Direction se sont surtout occupés de jeter des bases solides pour la formation des nouveaux comités; ainsi, ils ont souvent rendu visite jusqu'à dix reprises à la même entreprise avant d'inscrire le comité auprès de la Direction.

Bien souvent, les agents se sont rendu compte qu'il fallait un changement radical d'attitude avant d'établir un programme de consultation mutuelle; à cette fin, la Direction a organisé 60 colloques de formation qui avaient pour objet d'exposer le rôle de l'individu et du groupe dans le processus de la négociation collective et de bien préparer les participants à la consultation. Les colloques comprenaient un exposé audio-visuel qui, selon les agents du ministère, poussait les participants à discuter et insistait sur l'importance de travailler de concert dans toute entreprise d'envergure.

Cette procédure a permis de créer des comités viables, composés de responsables de décisions du patronat comme du salariat. Ainsi, le comité peut s'occuper de toutes les questions y compris celles qui relèvent de la convention collective. On a pu régler bien des problèmes à l'amiable, avant de se retrouver dans la négociation collective. La Direction a marqué beaucoup de progrès dans l'avancement des aspects non législatifs des programmes du ministère.

Le travail de la Direction dans le domaine de la fonction publique a abouti à une structure de consultation qui pourrait animer de multiples comités à l'avenir. Il s'agit d'une structure pyramidale; ainsi, les comités régionaux prendront des décisions au sujet des questions qui relèvent de leur compétence et transmettront les autres questions au palier supérieur compétent.

Un autre aspect du programme de la Direction est l'organisation de conférences ouvrières-patronales régionales. Grâce à ces conférences, on applique le principe de la consultation mutuelle à un palier qui exige la participation des gouvernements fédéral, provinciaux et municipaux, ainsi que les dirigeants syndicaux et patronaux de la collectivité même. Trois conférences ont eu lieu en 1971-1972.

La première conférence, à Charlottetown, le 15 avril 1971, avait pour thème "Les méthodes de solution des problèmes dans les relations ouvrières-patronales". Les délégués du salariat et du patronat provenaient de toute la province. Une enquête menée auprès de 113 des 250 délégués a révélé que la conférence avait répondu aux attentes de 90 p. 100 des participants.

La deuxième conférence organisée par la Direction a eu lieu à Lethbridge; y participaient 126 délégués des milieux ouvrier, patronal et universitaire. Le thème en était "La clé de meilleures relations industrielles". De l'avis général des délégués, la "clé" en est une plus grande communication entre toutes les parties en cause.

La troisième conférence, organisée en collaboration avec le gouvernement de la Saskatchewan, avait pour objet de favoriser de meilleures relations dans l'industrie de la construction. Les 45 participants représentaient surtout l'Association des constructeurs de la Saskatchewan et les Conseils des métiers de l'industrie du bâtiment de la Saskatchewan.

quatre ont été rejetées, cinq ont été retirées, une s'est perimée et deux étaient encore à l'étude.

Demandes de disposition pour le règlement définitif de différends concernant l'interprétation ou la violation de conventions collectives - L'article 125 du Code stipule que, lorsqu'une convention collective ne renferme pas de disposition pour le règlement définitif de différends concernant l'interprétation ou la violation de la convention, on peut demander au Conseil de prescrire une disposition à cette fin. Aucune demande de ce genre n'a été reçue au cours de l'année.

## JUSTES METHODES D'EMPLOI

Au cours de l'année, la Direction a orienté son activité en fonction des accusations de discrimination, en matière d'emploi ou d'adhésion syndicale, fondée sur la race, la couleur, la religion ou l'ascendance nationale, en vertu de la partie I du Code canadien du travail (justes méthodes d'emploi). Dans la même optique, la Direction -- avec le consentement de tous les ministères et organismes en cause -- a mis ses services à la disposition des fonctionnaires fédéraux, lorsqu'il s'agissait de mener des enquêtes et de statuer sur des plaintes de discrimination. Enfin, elle s'est aussi occupée de mieux faire comprendre et accepter à la population ses objectifs et son activité dans la lutte contre la discrimination.

Parallèlement, la Direction a maintenu ses rapports avec les autres ministères fédéraux, les organismes provinciaux des droits de l'homme et divers groupes (minorités, employeurs, syndicats), afin de raffermir les objectifs communs en matière de justes méthodes d'emploi.

La Direction a participé activement à la révision et à l'analyse approfondies des dispositions de la partie I du Code canadien du travail. Les recommandations subséquentes ont abouti à l'élaboration d'un nouveau projet de loi tendant à modifier la partie I du Code.

La Direction a enquêté sur 72 plaintes officielles au cours de l'année, dont 19 provenaient de l'exercice précédent. Elle s'est occupée en outre de 136 plaintes qui étaient de nature officielle, qui ne relevaient pas de la partie I du Code du travail ou qui ont été transmises à des organismes provinciaux des droits de l'homme pour règlement.

Parmi les plaintes officielles, 37 ont été présentées en vertu de la partie I du Code du travail et 35 émanaient de la fonction publique. Les 72 cas s'établissaient comme suit: sept plaintes ont été maintenues et 36 ont été rejetées. Les plaignants ont retiré ou laissé tomber 15 plaintes. Les 14 autres cas étaient toujours en cours d'enquête à la fin de l'année.

Dans le cadre de son programme permanent qui vise à renseigner le public de ses droits en vertu des dispositions du Code sur les justes méthodes d'emploi et à mieux lui faire comprendre les objectifs de la Direction à cet égard, la Direction a mis en circulation nombre de publications concernant les lois sur les justes méthodes d'emploi en particulier et les droits de l'homme en général. Au cours de l'année, elle a distribué au public plus de 100,000 exemplaires de ses 10 publications. Avec la collaboration du ministère de la Main-d'œuvre et de l'Immigration, la Direction s'est occupée de renseigner les immigrants éventuels sur les lois concernant les justes méthodes d'emploi au Canada. On a fait distribuer la brochure intitulée Les Lois sur les justes méthodes d'emploi au Canada, publiée actuellement en sept langues, par l'entremise des bureaux du ministère de la Main-d'œuvre et de l'Immigration outre-mer.

Grâce à la Direction des services d'information et de relations extérieures, on a mené d'autres campagnes du même genre, y compris des réclames à la radio cherchant à familiariser le public avec les dispositions de la partie I du Code, ainsi qu'une campagne nationale de deux semaines à la télévision contre la discrimination dans l'emploi. Des réseaux et des postes indépendants de télévision partout au Canada ont continué à collaborer avec le ministère en diffusant, à titre de service public, des messages de la Direction en faveur des justes méthodes d'emploi.

On a entrepris en outre un vaste programme de recherche sur les travaux publiés par des spécialistes de renommée internationale dans les diverses disciplines qui touchent aux questions raciales. Ces travaux de recherche donneront lieu à une série de publications destinées à favoriser une meilleure compréhension des questions raciales.



## REPRÉSENTATION DES TRAVAILLEURS

Arbitrage - Au cours de l'année, le ministre a reçu des parties à des conventions

collectives, 53 demandes de désignation d'un arbitre pour connaître du différend ayant surgi entre les parties concernant l'interprétation ou la violation de la convention collective. Le ministre a nommé un arbitre dans 35 cas. Dans les autres cas, les demandes ont été retirées, abandonnées, ou les parties ont pris d'autres dispositions. La désignation d'un arbitre par le ministre n'est pas exigée par la Loi, mais c'est un service rendu en vertu de l'article 125 du Code.

## LE CONSEIL CANADIEN DES RELATIONS OUVRIÈRES

La Direction de la représentation des travailleurs fournit le personnel requis aux (Relations industrielles), qui ont traité aux pouvoirs et aux responsabilités du Conseil canadien des relations ouvrières. Le Conseil est chargé d'assurer le règlement ordonné des conflits de représentation en se prononçant sur les demandes d'accréditation ou de désaccréditation de syndicats en tant qu'agents négociateurs; il est en outre chargé de prescrire, sur demande, la procédure à suivre en matière de règlement des griefs et d'arbitrage et de s'occuper, à la demande du ministre du Travail, des plaintes portant qu'une partie aux négociations collectives a négligé de faire tous les efforts raisonnablement possibles pour conclure une convention collective. Les cadres et le personnel de la Direction de la représentation des travailleurs agissent en qualité d'agents et de membres du personnel du Conseil.

Le Conseil canadien des relations ouvrières a siégé 30 jours au cours de l'année. Il a tenu 31 séances au cours desquelles il a entendu les témoignages oraux présentés par des représentants d'employeurs, de syndicats ouvriers et de diverses autres parties en cause dans 34 cas. Un bon nombre des cas soumis au Conseil sont réglés sans qu'il soit nécessaire de tenir d'auditions.

Les 142 demandes d'accréditation d'agents négociateurs reçues par le Conseil touchaient quelque 9,160 travailleurs. Vingt-six demandes d'accréditation étaient à l'étude à la fin de l'année précédente. De ces 168 demandes qui touchaient directement quelque 10,760 travailleurs, 89 ont été agréées, 22 rejetées et 24 retirées. À la fin de l'année, les 33 autres demandes étaient encore à l'étude. Au cours de l'année, le Conseil a ordonné la tenue de huit scrutins de représentation dans le cas de demandes d'accréditation.

Les 22 demandes d'accréditation qui ont été rejetées l'ont été, dans cinq cas, parce que le demandeur n'avait pas réussi à prouver qu'il représentait la majorité des personnes en cause; huit ont été rejetées parce qu'elles visaient des groupes non appropriés; quatre autres, parce qu'elles avaient trait à des travailleurs et des employeurs occupés à un travail, une affaire ou une entreprise qui n'entrerait pas dans le champ d'application du Code; enfin, cinq ont été rejetées pour des raisons diverses.

## Autres activités

Plaintes à défaut de négocier - Au cours de l'année, aucune plainte n'a été adressée au ministre en vertu de l'article 149 de la Partie V du Code canadien du travail (Relations industrielles), portant qu'une partie a omis de négocier collectivement et, par conséquent, aucune plainte n'a été soumise au Conseil.

Demands de révocation d'accréditation - En vertu de l'article 117 du Code, lorsque, de l'avis du Conseil, un agent négociateur ne représente plus la majorité des employés du groupe pour lequel il a été accrédité, le Conseil peut révoquer l'accréditation.

Au cours de l'année, quatre demandes de révocation d'accréditation ont été reçues. De ces quatre demandes, trois ont été agréées et une, rejetée.

L'article 163 (2) du Code stipule qu'une décision ou une ordonnance du Conseil est définitive et péremptoire et n'est pas susceptible de contestation ni de révision, mais le Conseil peut, s'il le juge à propos, reconsidérer toute décision ou ordonnance qu'il a rendue en vertu du Code et peut la modifier ou la révoquer.

Quatorze demandes de révision ont été reçues au cours de l'année et une était à l'étude à la fin de l'année précédente. De ces 15 demandes, trois ont été agréées,

La commission de conciliation a déposé son rapport au cours de la troisième semaine de septembre. Une grève était imminente. Les parties ont demandé une nouvelle tentative de médiation; deux agents de la Direction ont ramené les parties autour de la table de négociation. A également participé à la médiation un fonctionnaire du ministère du Travail de l'Ontario dont relevaient quelques-unes des compagnies représentées par le Bureau. La médiation conjointe a débuté le 28 septembre; le 2 octobre, à la suite de séances prolongées de médiation, on aboutissait à un règlement.

Procédure de conciliation au cours de l'année - Au cours de l'année financière, les conciliateurs ont réussi à régler 90 des 175 conflits ouvriers patronaux qui leur avaient été soumis; de ces 175 conflits, 33 avaient été reportés de l'année précédente. Les conciliateurs n'ont pas pu régler 47 différends et ont recommandé l'institution de commissions de conciliation. Trois conflits ont abouti à des grèves légales. A la fin de l'année, les conciliateurs avaient en main 35 conflits.

On a institué des commissions de conciliation dans le cas de 47 différends. De plus, 14 commissions de conciliation instituées l'année précédente ont continué leur travail au cours de l'année. Dans le cas de 38 des 61 conflits, on est parvenu à un règlement fondé sur les rapports des commissions, au cours de négociations subséquentes à la conciliation, ou grâce aux services de médiation du ministère. Sept différends n'ont pas été réglés et des grèves légales ont éclaté. A la fin de l'année, les commissions de conciliation étaient encore saisies de 15 différends. Un conflit s'est éteint.

## PROGRAMME DE SPECIALISTES D'INDUSTRIES

Les spécialistes d'industries ont recours à des techniques de médiation préventive et d'intervention tôt. Ils agissent en qualité de conciliateurs dans des différends particuliers et en qualité de médiateurs dans les négociations subséquentes à la conciliation. Des spécialistes d'industries doivent s'occuper des divers aspects techniques de problèmes ouvriers-patronaux et reçoivent, dans l'exercice de leurs fonctions, l'appui d'autres directions du ministère, par exemple celles de l'économique et des recherches, de la consultation ouvrière-patronale, de la prévention des accidents et de l'indemnisation et des normes du travail.

De plus, on a recours à la médiation préventive, par exemple durant la période d'application de la convention collective ou les négociations sont closes; le spécialiste d'industrie peut ainsi aider les parties à résoudre certaines questions et certains problèmes, d'où beaucoup moins de questions de contestation. La médiation tôt s'est révélée fructueuse dans les différends portant sur le renouvellement des conventions. Les parties ont demandé les services de médiation d'un spécialiste d'industrie durant la période où des négociations en vue du renouvellement de la convention peuvent être entamées. Cette initiative a donné des résultats satisfaisants comme en font foi les ententes intervenues avant la date d'expiration des conventions.

Dans d'autres cas, les spécialistes d'industries ont été nommés à titre de conciliateurs en vertu de la loi et ont réussi à créer une entente entre les parties sans qu'il soit nécessaire de soumettre les différends à des commissions de conciliation. Les services de médiation des spécialistes d'industries ont également profité aux parties après la présentation des rapports des commissions de conciliation. Dans d'autres cas, les spécialistes du travail ont réussi à mettre fin à des grèves.

Depuis l'inauguration du programme jusqu'à la fin de l'année financière, 99 cas dans des diverses catégories susmentionnées ont été confiés aux spécialistes d'industries qui ont vu leurs efforts couronnés de succès dans 86 p. 100 des cas dont ils se sont occupés jusqu'au bout.

## AUTRES MESURES

Demandes d'autorisation de poursuite - Le ministre a reçu 29 demandes d'autorisation de poursuite en vertu de l'article 152 du Code canadien du travail (Partie V). Vingt-quatre de ces demandes ont été agréées; trois ont été retirées; une a été abandonnée et une est encore à l'étude.

Plaintes d'infraction au code - Le ministre a reçu quatre plaintes d'infraction alléguée aux dispositions du Code. Deux de ces plaintes ont donné lieu à l'autorisation de poursuite, une a été retirée et une a été abandonnée.



médiateurs dans le différend. Le syndicat a poursuivi sa grève tournante et les médiateurs se sont réunis de façon interrompue avec les parties. Comme l'année financière prenait fin, aucune entente n'était intervenue.

Mines - Au début du mois d'avril, le ministre a institué une commission de conciliation pour connaître d'un différend opposant l'Eldorado Nuciéaire Limitée (division de l'extraction et de la reconnaissance), Eldorado (Saskatchewan), aux Métallurgistes unis d'Amérique. Le différend avait antérieurement bénéficié des services d'un conciliateur. La convention collective en vigueur, visant quelque 440 employés, avait pris fin au mois de février précédent.

Au mois d'août, une commission de conciliation a présenté un rapport unanime au ministre. La compagnie a accepté le rapport, mais le syndicat l'a rejeté. Le 29 août, qu'il agisse en qualité de médiateur dans le différend. A la suite de séances de médiation intensive et continue, une entente intervenait le 2 novembre.

Chemins de fer - Un spécialiste d'industrie est parvenu à régler avec succès, par la médiation, des différends opposant le Canadien National et le Canadien Pacifique aux Travailleurs unis des transports. Les différends touchaient quelque 14,000 agents de train et 2,450 chauffeurs/aides. Le spécialiste du travail a commencé à tenir des réunions avec les parties au mois d'avril et des séances quotidiennes régulières ont abouti à un règlement vers la mi-mai, sans qu'on ait fait appel à la procédure en règle de conciliation.

Transport maritime - Dans les entreprises des Grands lacs, un différend portant sur le renouvellement d'une convention opposait la guilde de la marine marchande du Canada à l'Association des transporteurs des lacs du Canada représentant un certain nombre de compagnies de transport des Grands lacs. Quelque 600 officiers de pont étaient en cause. La convention collective en vigueur devait prendre fin le 31 mai 1971. Un spécialiste du travail s'est joint au conciliateur qui avait été nommé et un règlement est intervenu avant la date d'expiration de la convention collective.

Un différend connexe opposait également l'Association des transporteurs des Lacs du Canada, cette fois, au Syndicat des officiers de marine du Canada. Un conciliateur a été nommé au début de mai pour régler le différend concernant le renouvellement de la convention collective qui devait expirer à la fin du même mois. Quelque 1,200 employés étaient en cause. Le conciliateur ayant échoué dans sa tentative de règlement, une commission de conciliation était instituée à la mi-août. La commission a pu amener les parties à un règlement qui a été ratifié ultérieurement.

Comme l'année 1970 prenait fin, on a nommé un spécialiste d'industrie pour connaître d'un différend opposant l'Administration de la Voie maritime du Saint-Laurent à la Fraternité canadienne des Cheminots, Employés des Transports et autres Ouvriers. La convention collective en vigueur prenait fin le 31 décembre 1970 et visait quelque 1,200 employés. Aucun règlement ne pouvant intervenir à ce stade, le ministre a institué une commission de conciliation. Les parties ont accepté un nouveau recours à la médiation et l'institution d'une commission de conciliation est restée en suspens. Les médiateurs ont réussi à régler le conflit à la fin d'avril.

Téléphone - Un conciliateur a été nommé en juillet pour connaître d'un différend opposant Bell Canada à l'Association des employés du trafic. La convention collective en vigueur devait prendre fin le 24 août et visait quelque 8,500 employés. Aucun règlement ne pouvant être conclu à ce stade, le ministre a institué une commission de conciliation. La commission a été entièrement constituée en septembre; elle a déposé son rapport au début du mois de novembre. Après un vote de grève, le syndicat a pris les dispositions voulues pour déclencher une grève. Toutefois, à la mi-novembre, le ministre a nommé deux médiateurs et les négociations ont repris. Plusieurs séances de médiation quotidienne ont amené un règlement qu'on a ratifié ultérieurement les membres du syndicat.

Camionnage - Un important différend concernant une convention dans le domaine du camionnage en Ontario a bénéficié des services d'un spécialiste d'industrie qui a été nommé conciliateur au mois de juin. Le différend opposait le Motor Transport Industrial Relations Bureau of Ontario (Inc.) à plusieurs sections locales de la Fraternité internationale des camionneurs. La convention collective, en vigueur, qui visait quelque 9,000 employés, devait prendre fin le 30 septembre. Comme on n'a pu parvenir à aucun règlement, le ministre a institué une commission de conciliation à la mi-juillet. Celle-ci était entièrement constituée au début d'août.



En vertu de son programme des relations industrielles, le ministère doit dispenser les services de conciliation et de médiation prévus dans la Partie V du Code canadien du travail (Relations industrielles), doter en personnel de soutien le Conseil canadien des relations ouvrières, organiser l'adoption de meilleures méthodes de consultation ouvrière-patronale, élaborer, en vertu de la Partie I du Code canadien du travail (Justes méthodes d'emploi), un programme visant à supprimer la discrimination inadmissible en matière d'emploi et créer un plus grand nombre d'occasions d'emploi pour les membres des groupes minoritaires qui sont depuis toujours désavantagés. L'application du programme est répartie entre la Direction de la conciliation et de l'arbitrage, la Direction de la représentation des travailleurs, la Direction de la consultation ouvrière-patronale et la Direction des justes méthodes d'emploi.

## CONCILIATION ET ARBITRAGE

### Services de conciliation

Les différends qui ont le plus exigé des services de conciliation du ministère en 1971-1972 se rapportaient au transport aérien, à la radiodiffusion, aux mines, aux chemins de fer, au transport maritime, au téléphone et au camionnage.

Transport aérien - Au mois de février 1971, on a nommé un conciliateur pour régler un différend opposant CP Air à la section locale 764 de l'Association internationale des machinistes et des travailleurs de l'aérospatiale. La convention collective qui devait expirer le 28 février visait quelque 900 travailleurs. Le conciliateur a tenu des séances avec les parties, et les discussions se sont poursuivies régulièrement jusqu'à la troisième semaine de mars où les parties ont conclu un accord provisoire que les membres du syndicat devaient rejeter. Le conciliateur a ramené les parties autour de la table de négociation et, au début du mois d'avril, on en venait à un accord définitif.

Lors d'un autre différend opposant Air Canada à l'Association canadienne des employés de compagnies de transport aérien, on a nommé, au mois d'août 1971, un spécialiste du travail pour qu'il assure les services de médiation aux parties dans la négociation de leur convention. La convention collective en vigueur devait prendre fin le 30 septembre et visait quelque 2,000 employés. Les séances de médiation ont débuté le 7 septembre et la demande de ces derniers, on a nommé un conciliateur pour connaître davantage du différend. À la fin du mois d'octobre, la conciliation échouait. Le 24 novembre, on instituait une commission de conciliation qui a déposé son rapport au cours de la troisième semaine de décembre. De nouvelles négociations entre les parties, lesquelles s'appuyaient sur les recommandations contenues dans le rapport de la commission, ont abouti à un accord.

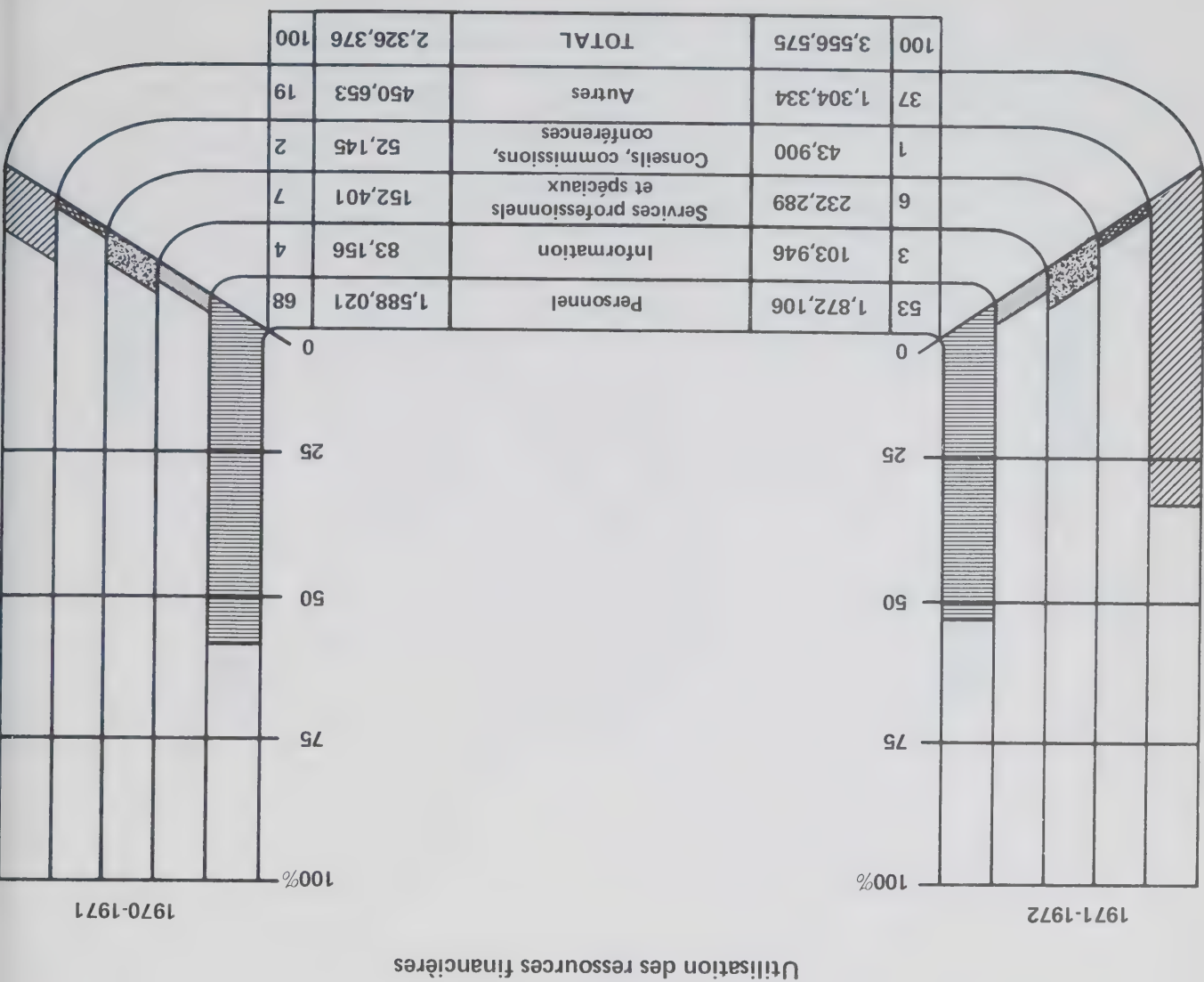
Un grave différend opposant Air Canada à l'Association internationale des machinistes et des travailleurs de l'aérospatiale a bénéficié des services d'un conciliateur au mois de mai. La convention collective, qui avait pris fin en février, visait quelque 6,300 travailleurs. À la suite de réunions quotidiennes régulières, la conciliation arrivait à une impasse en juin. À la demande des parties, le ministre a renoncé au stade de la commission de conciliation et le conciliateur a abordé à nouveau le différend à titre de médiateur, au début du mois de juillet. Plus tard au cours de ce mois, d'autres hauts fonctionnaires du ministère allaient se joindre à lui. Après la tenue de séances de médiation intensive, l'équipe de médiation amenait les parties à une entente le 22 juillet et empêchait une grève tournaute, qui commençait au même moment, de dégénérer en arrêt de travail général.

Radiodiffusion - Un conciliateur et un spécialiste d'industrie ont d'abord traité d'un différend opposant la Société Radio-Canada à l'Association nationale des employés et techniciens en radiodiffusion. Une commission était nommée et pleinement constituée à la fin de septembre. Elle a présenté son rapport au ministre à la mi-novembre. À défaut de recommandations touchant les principales questions litigieuses d'ordre économique et autre, le ministre réunissait à nouveau la commission le 23 novembre. Après de nouveaux débats, la commission rédigeait, en janvier 1972, un rapport renfermant ses conclusions et ses recommandations établies à l'unanimité.

Vers la fin de janvier, le syndicat a commencé une grève tournaute qui touchait les centres de production de la Société Radio-Canada partout au pays. Quelques jours plus tard, le ministre nommait le conciliateur et un spécialiste d'industrie en qualité de

## RECHERCHES ET DÉVELOPPEMENT

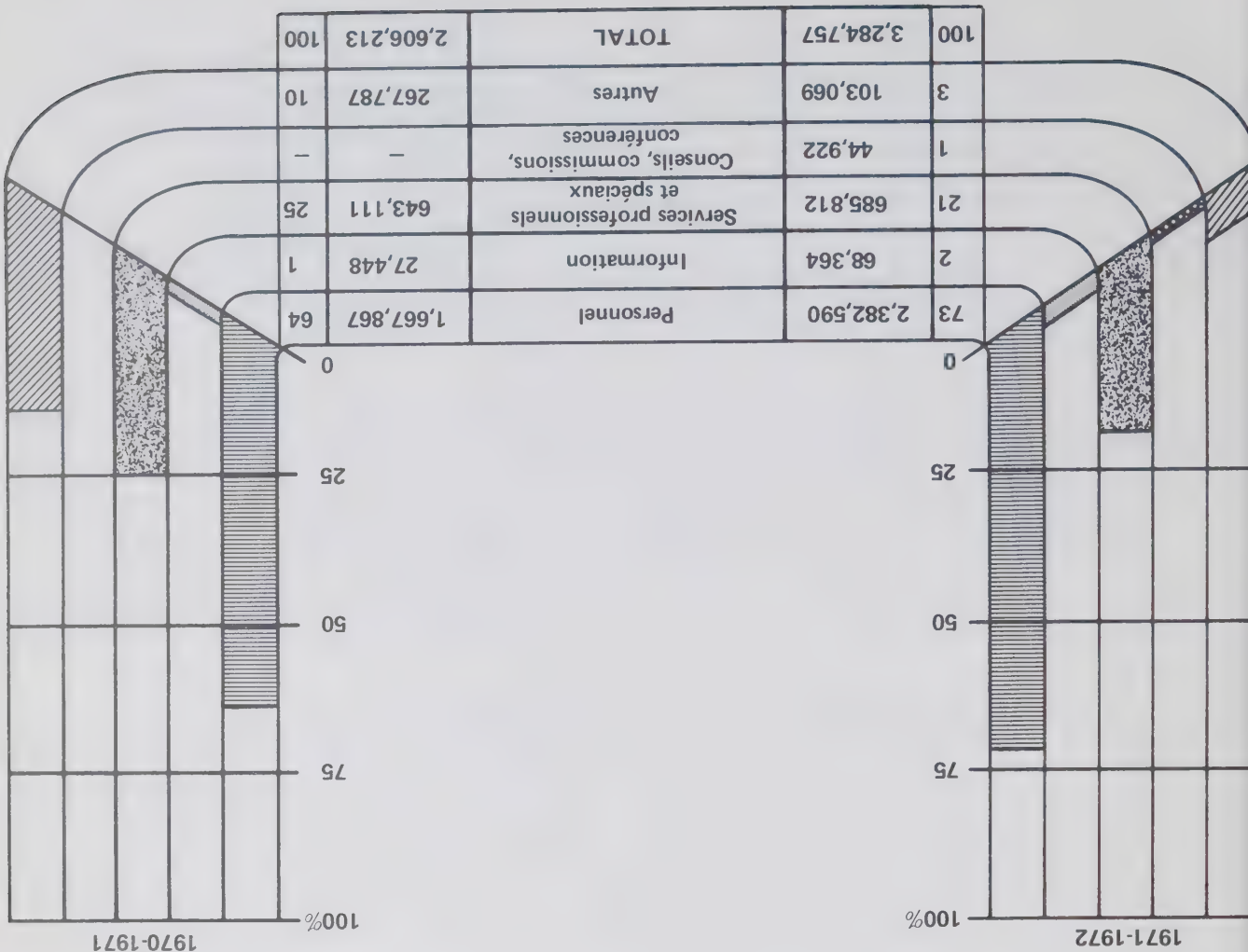
Direction	1971-72		1970-71	
Administration, bureau du directeur général	\$1,294,223	\$ 382,109		
Economique et recherches	1,752,816	1,432,807		
Affaires internationales du travail	305,679	369,283		
Recherches sur la législation	170,672	119,065		
Recherches sur les pensions et l'assurance				
et services consultatifs	33,185	23,112		
Total	\$3,556,575	\$2,326,376		



NORMES D'EMPLOI

Direction		1971-72	1970-71
Administration, bureau du SMA		\$ 54,497	\$ 39,921
Normes du travail		1,330,035	989,658
Prévention des accidents et indemnisation		1,774,000	1,483,896
Bureau de la main-d'oeuvre féminine		126,225	92,738
Total		\$3,284,757	\$2,606,213

Utilisation des ressources financières

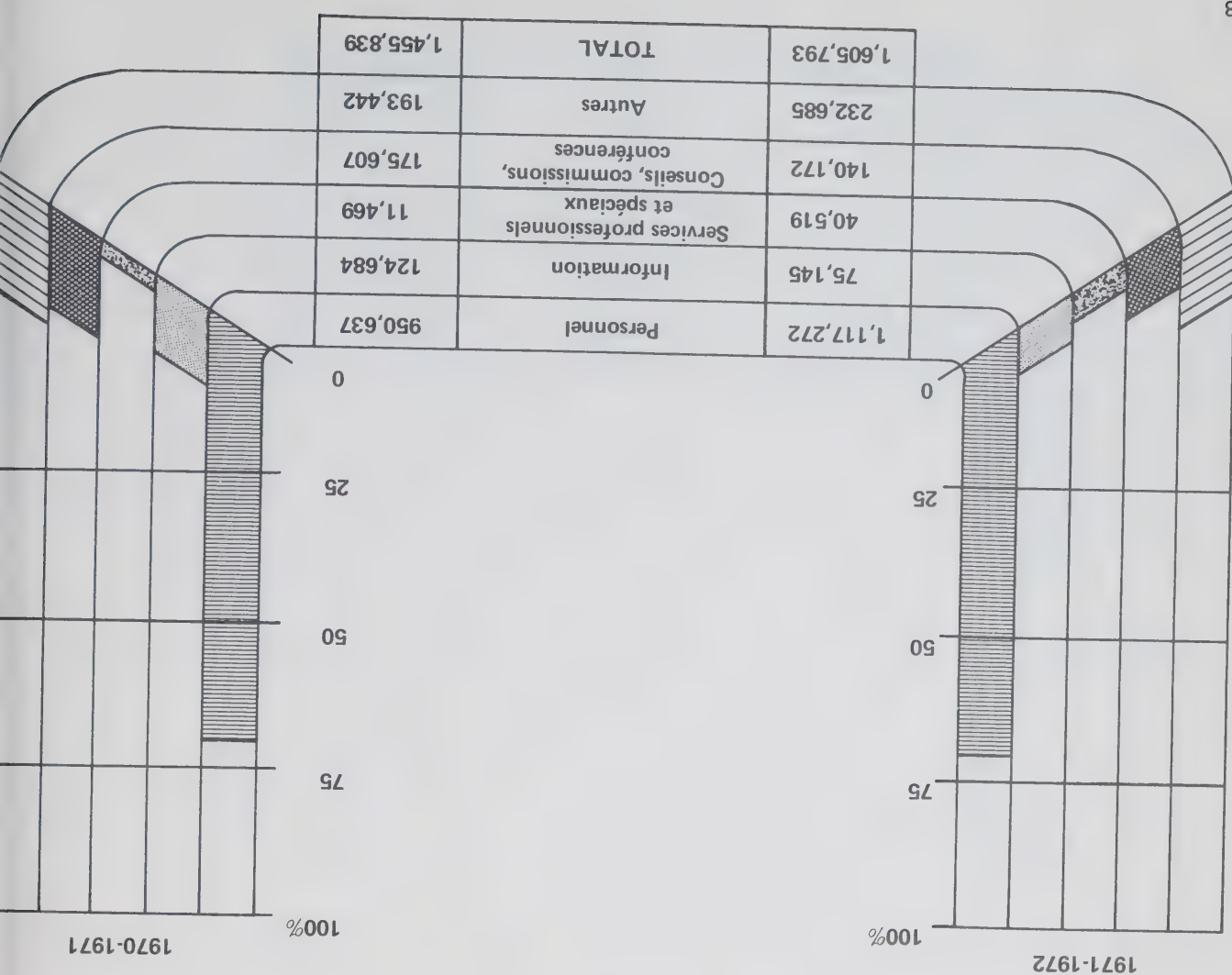




RELATIONS INDUSTRIELLES

Direction		1971-72	1970-71
Administration, bureau du SMA	\$	34,848	47,073
Conciliation et arbitrage		660,114	609,741
Consultation ouvrière-patronale		583,927	540,928
Représentation des travailleurs		221,139	211,896
Justes méthodes d'emploi		207,222	196,155
Total		\$1,707,250	\$1,605,793

Utilisation des ressources financières

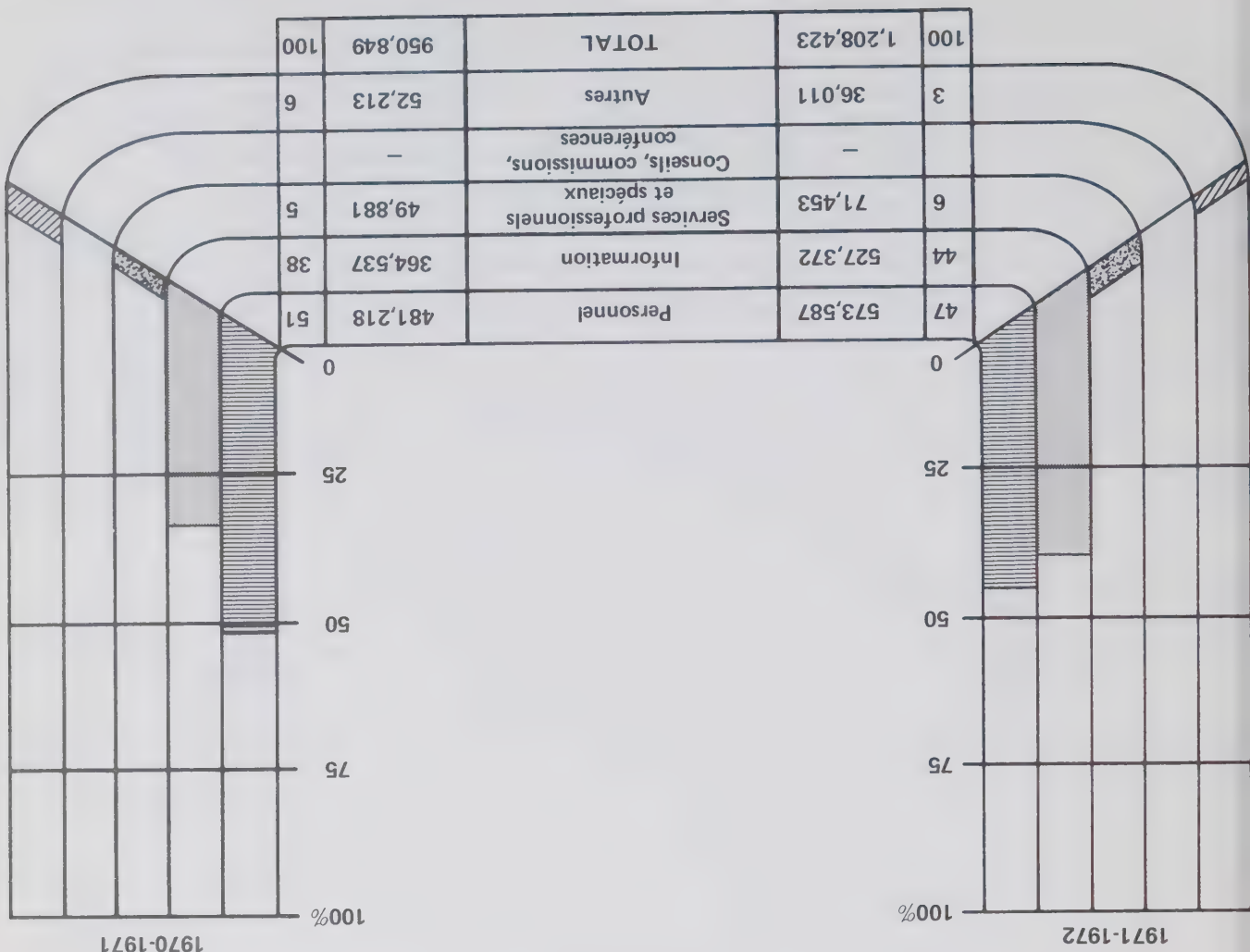


Etat comparatif des dépenses pour les années 1971-1972 et 1970-1971

SERVICES D'INFORMATION ET DE RELATIONS EXTÉRIURES

1970-71	1971-72	Total
\$950,849	\$1,208,423	

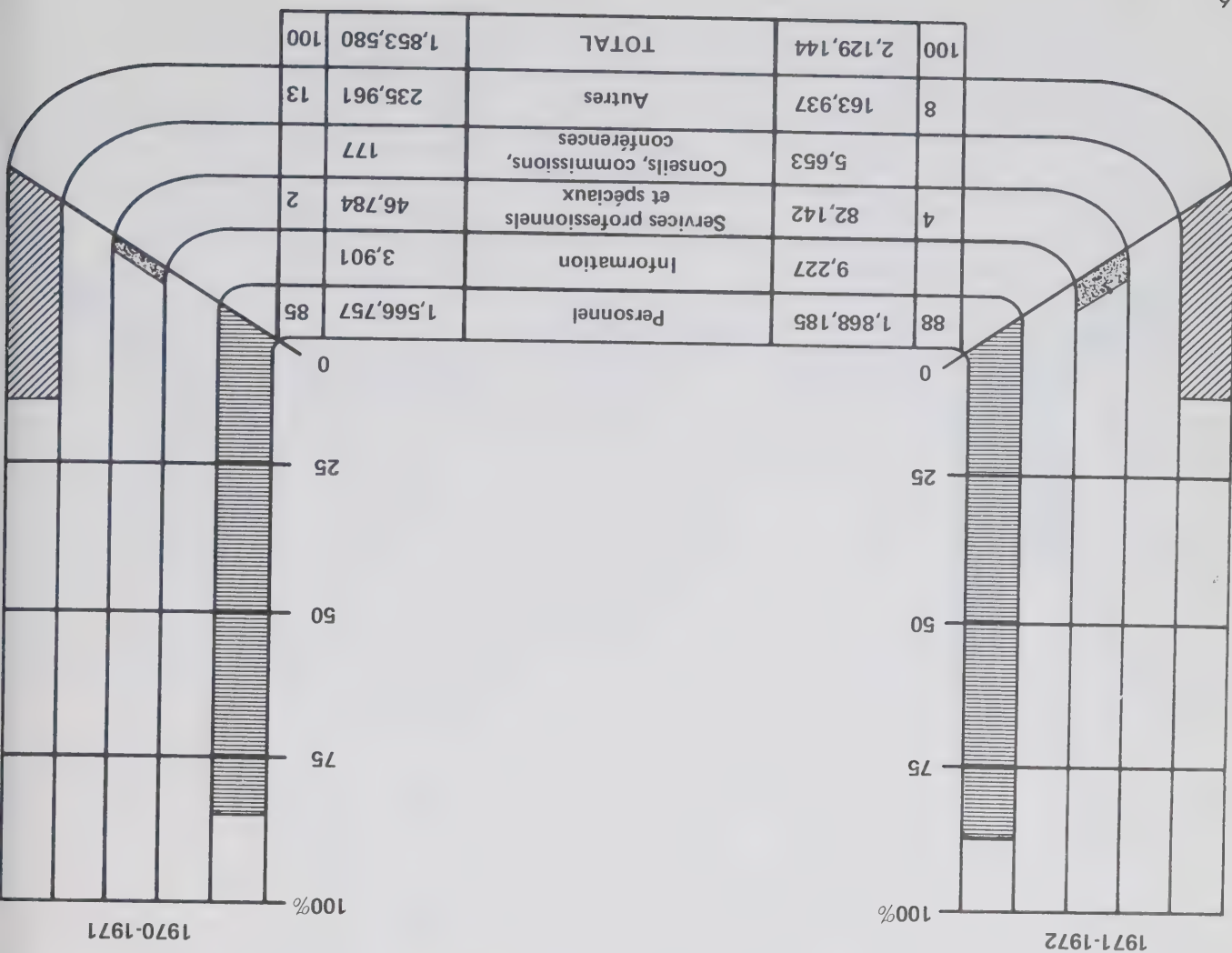
Utilisation des ressources financières



ADMINISTRATION GÉNÉRALE

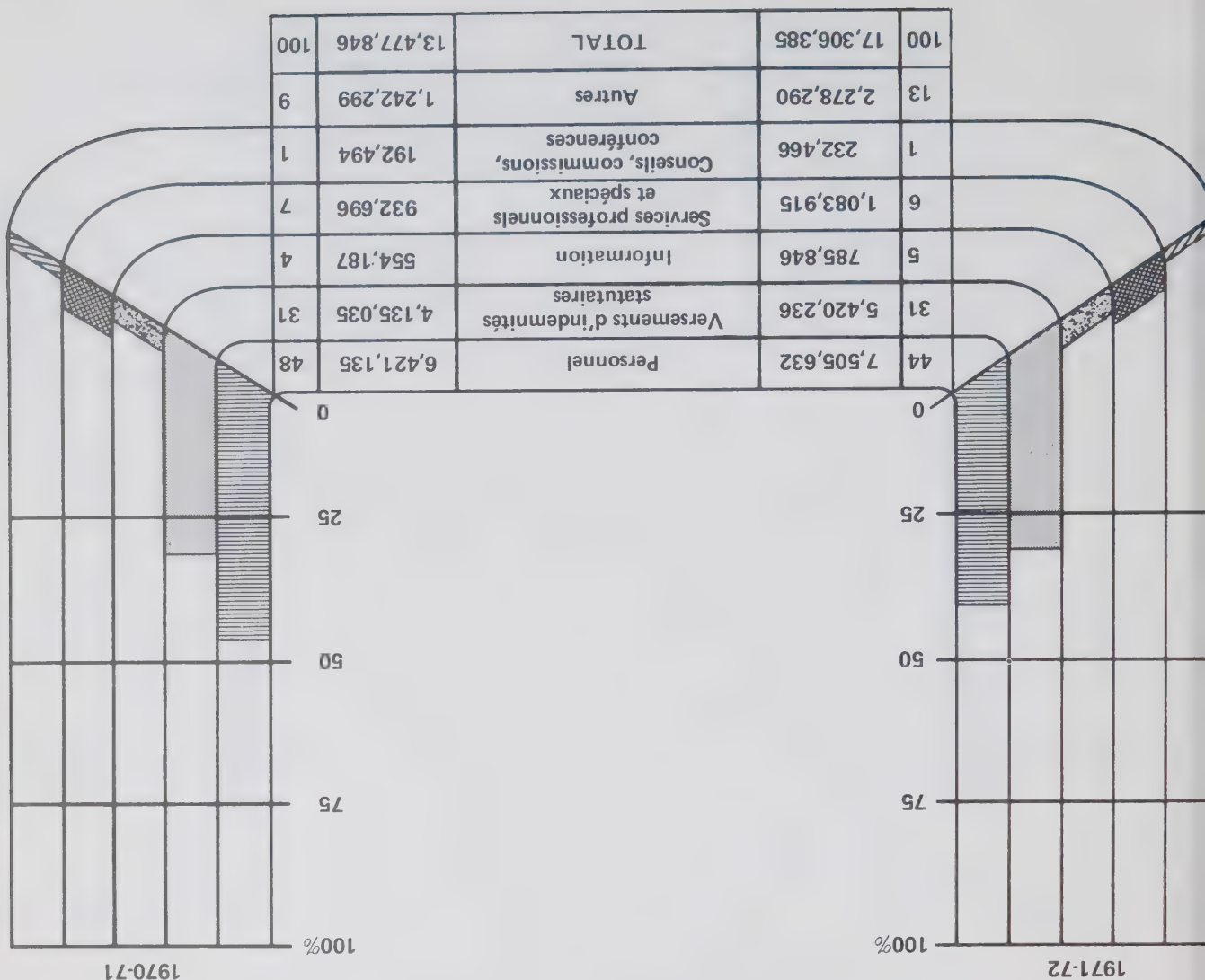
Direction		1971-72	1970-71
Cabinet du ministre	\$	227,752	198,573
Cabinet du sous-ministre		216,720	157,436
Planification centrale		8,633	58,852
Administration du personnel		323,954	310,572
Services financiers et administratifs		1,222,523	1,010,979
Bibliothèque		129,562	117,168
Total	\$	2,129,144	1,853,580

Utilisation des ressources financières





# SOMMAIRE-MINISTÈRE UTILISATION DES RESSOURCES FINANCIÈRES



ÉTAT COMPARATIF DES DÉPENSES PAR CRÉDIT MINISTÉRIEL  
POUR LES ANNÉES 1971-1972 et 1970-1971

		Total des dépenses du ministère . .
1971-1972	\$ 17,000	Ministère du Travail — Traitement et indemnité d'automobile . . . . . Travail — Dépenses des programmes, les subventions énumérées dans le Budget des dépenses et les dépenses des délégués affectés à des travaux inhérents à l'activité du Canada dans le domaine des Affaires internationales du travail . . . . . Versements d'indemnités aux employés de l'Etat (Chap. 134, S.R., tel que modifié) et aux marins marchands (Chap. 45, Statuts de 1964-1965) . . . . .
1970-1971	\$ 17,000	
	11,869,149	
	5,420,236	
	\$ 13,477,846	

Sommaire-Ministère

	1971-1972	1970-1971
Administration générale	\$ 2,114,145	\$ 1,838,580
Administration . . . . .	15,000	15,000
Subventions et contributions . . . . .		
Services d'information et de relations extérieures	1,208,423	950,849
Administration . . . . .		
Relations industrielles	1,707,250	1,605,793
Administration . . . . .		
Normes d'emploi	3,273,257	2,606,213
Administration . . . . .		
Versements d'indemnités aux employés de l'Etat et aux marins marchands . . . . .	5,420,235	4,135,035
Subventions et contributions . . . . .	11,500	Néant
Recherches et développement	2,335,464	1,998,862
Administration . . . . .	1,221,111	327,514
Subventions et contributions . . . . .		
Total des dépenses du ministère . . . . .	\$17,306,385	\$13,477,846



publique fédérale. Elle applique la Partie IV du Code canadien du travail (Sécurité du personnel), la Loi sur l'indemnisation des employés de l'Etat et la Loi sur l'indemnisation des marins marchands.

Le travail de la Division de la prévention des accidents témoigne de l'activité accrue de la Direction. Au cours de l'année, l'activité de la prévention des accidents dans le domaine des rapports a sextuplé comparativement à l'année précédente. On a adopté une méthode complètement nouvelle de surveillance et d'évaluation des programmes de prévention des accidents, soit le "Contrôle de la sécurité".

Le Bureau de la main-d'œuvre féminine, qui constitue une partie intégrante du programme des normes d'emploi, s'est particulièrement efforcé d'augmenter la participation des femmes à la population active et de stimuler l'intérêt du public à l'égard de la situation de la femme. Le Bureau a entrepris un vaste programme de conférences et a participé à des entrevues radiodiffusées et télévisées au Canada et à l'étranger. Les journaux ont publié de nombreux articles sur l'activité du Bureau.

Le Programme de recherches et de développement du ministère s'occupe de la planification et de l'élaboration de politiques et de programmes, grâce à des travaux de recherches et à l'application de connaissances et de méthodes sociales visant à améliorer les relations industrielles et les normes d'emploi. Quatre directions s'en occupent: la Direction de l'économie et des recherches, la Direction des recherches sur la législation, la Direction des recherches sur les pensions et les assurances et des services consultatifs et la Bibliothèque.

La Division de la négociation collective de la Direction de l'économie et des recherches a donné d'importance à un service qu'elle met à la disposition des employeurs, des syndicats, des universités et des gouvernements. Les nouvelles dispositions des conventions collectives concernant les salaires, les avantages sociaux et d'autres paraissent dans la publication mensuelle de la Division, "Revue de la négociation collective". Les renseignements statistiques sont présentés par province, industrie, entreprise et selon le nombre de travailleurs en cause. Environ 10,000 conventions collectives, plus d'autres régimes d'avantages aux travailleurs de l'industrie privée et du gouvernement, y compris toutes les conventions collectives concernant 500 travailleurs ou plus étaient répertoriés à la Division de la négociation collective à la fin de l'année financière.

Le bref exposé qui précède témoigne de la complexité et des multiples aspects du rôle que le ministère du Travail du Canada joue dans l'économie nationale. Le champ d'action et l'ampleur de l'activité du ministère, ainsi que sa préoccupation pour les problèmes humains dans l'industrie, lui créent de lourdes responsabilités.

L'honorable Bryce Mackasey, ministre du Travail jusqu'en janvier 1972, est devenu alors titulaire du ministère de la Main-d'œuvre et de l'Immigration. L'honorable Martin O'Connell lui a succédé.

De nouvelles initiatives, une activité accrue et des programmes élargis ont marqué le ministère du Travail du Canada au cours de l'année financière qui s'est terminée le 31 mars 1972.

Le point saillant de l'année a été l'entrée en vigueur, le 15 juillet 1971, d'une nouvelle mesure législative: le Code canadien du travail, ensemble de lois sur le travail. La Partie II du Code, qui concernait l'égalité de salaire pour la femme a été abrogée et de nouvelles dispositions à ce sujet ont été ajoutées à la Partie III (Normes du travail) du Code canadien du travail.

La Partie III comprend un certain nombre de nouvelles normes sur le congé de maternité, l'avis de cessation d'emploi collective et individuelle, l'indemnité de départ et la saisie-arrest. Les normes concernant la cessation d'emploi et l'indemnité de départ sont entrées en vigueur le 1er janvier 1972 et les autres, le 1er juillet 1971. Le 1er juillet 1971, le salaire minimum a été porté de \$1.65 à \$1.75 l'heure.

La Partie V du Code canadien du travail (Relations industrielles) relève du Programme de relations industrielles du ministère. Quatre directions s'en occupent: Conciliation et Arbitrage, Représentation des travailleurs, Consultation ouvrière-patronale et Justes méthodes d'emploi. Cette dernière applique également la Partie I du Code (Justes méthodes d'emploi).

Les différends qui ont le plus exigé des services de conciliation du ministère au cours de l'année financière écoulée touchaient le transport aérien, la radiodiffusion, les mines, les chemins de fer, le transport maritime, le téléphone et le camionnage. Des ententes sont intervenues dans 93 p. 100 des différends ouvriers-patronaux au stade de la conciliation. Dans trois cas, des grèves légales ont éclaté. La médiation préventive et le recours aux spécialistes d'industrie du ministère se sont révélés efficaces en réduisant le nombre de différends aboutissant à des arrêts de travail.

La Direction de la consultation ouvrière-patronale, qui favorise de bonnes relations industrielles au moyen de la consultation mutuelle dans les entreprises relevant de l'autorité fédérale et provinciale, a mis l'accent sur la consultation nationale plutôt que sur la consultation régionale. A la fin de l'année, 2,716 comités, représentant plus de 800,000 travailleurs, étaient inscrits auprès de la Direction.

La principale activité de la Direction des Justes méthodes d'emploi est d'enquêter, dans les entreprises relevant de l'autorité fédérale, sur les plaintes de discrimination dans l'emploi ou dans l'adhésion syndicale, fondée sur la race, la couleur, la religion ou l'origine nationale, et d'en obtenir un règlement juste et équitable. La Direction prépare et diffuse de l'information sur le préjugé et la discrimination. Elle collabore également, avec d'autres ministères fédéraux et des organismes provinciaux des droits de l'homme, à l'élaboration de programmes positifs visant à appliquer le concept de l'égalité de possibilités d'emploi.

Le Programme des normes d'emploi du ministère porte sur l'application des normes établies en vertu des Parties III et IV du Code canadien du travail, de la loi sur les Justes salaires et les heures de travail et des ordonnances concernant ces politiques. Il s'occupe également de la réparation des accidents du travail dans le cas des fonctionnaires fédéraux et des marins marchands; enfin, il comprend des enquêtes relatives aux droits de la femme en matière d'emploi et l'avancement de ces droits. L'application du programme est répartie entre trois directions: normes du travail, prévention des accidents et indemnisation et Bureau de la main-d'œuvre féminine.

La Direction des normes du travail enquête sur toutes les plaintes présentées en vertu des mesures législatives qu'elle applique et met en oeuvre un programme d'inspections planifiées à cette fin. Elle procède également à des enquêtes annuelles sur les salaires afin d'établir les taux de salaire qu'il convient de payer aux travailleurs affectés aux travaux de construction du gouvernement fédéral. Au cours de l'année financière écoulée, les agents ont mené 3,515 inspections en matière de salaires, de durée du travail et d'autres conditions de travail.

La Direction de la prévention des accidents et de l'indemnisation est principalement chargée d'établir et de maintenir des normes satisfaisantes en matière d'hygiène et de sécurité dans les entreprises relevant de l'autorité fédérale et dans la Fonction





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Le ministère poursuit l'objectif général énoncé ci-après:

Atteindre au progrès économique et social par des moyens justes en favorisant de saines relations du travail et une amélioration des conditions de travail.

Dans la poursuite de cet objectif fondamental, le ministère travaille principalement à

protéger le droit des travailleurs de se syndiquer et de négocier collectivement;

Régler les différends du travail et encourager la collaboration ouvrière-patronale;

Etablir et maintenir des normes équitables en matière de rémunération, de conditions de travail et de sécurité dans l'emploi;

Garantir des chances égales d'emploi et protéger les droits de l'homme dans les questions relatives au travail;

Procurer des services de recherche, de statistique et d'information en matière de travail aux syndicats, aux employeurs, au gouvernement et au public;

Encourager la consultation tripartite, aux paliers national et international, pour les questions intéressant la main-d'œuvre, et participer à cette consultation.

Le Code canadien du travail, chapitre L-1, S.R.C. 1970, est entré en vigueur le 15 juillet 1971. Il est constitué des parties ci-après:

Partie I - Justes méthodes d'emploi Partie III - Normes du travail Partie IV - Sécurité du personnel Partie V - Relations industrielles

et remplace cinq anciens statuts appliqués par le ministère du Travail du Canada, à savoir: Loi canadienne sur les justes méthodes d'emploi - Partie I du Code canadien du travail (Justes méthodes d'emploi), chapitre L-3, 1970.

Le Code canadien du travail (Normes) a été remplacé par la Partie III du Code canadien du travail (Normes du travail), chapitre L-1, S.R.C. 1970.

Le Code canadien du travail (Sécurité) a été remplacé par la Partie IV du Code canadien du travail (Sécurité du personnel), chapitre L-1, S.R.C. 1970.

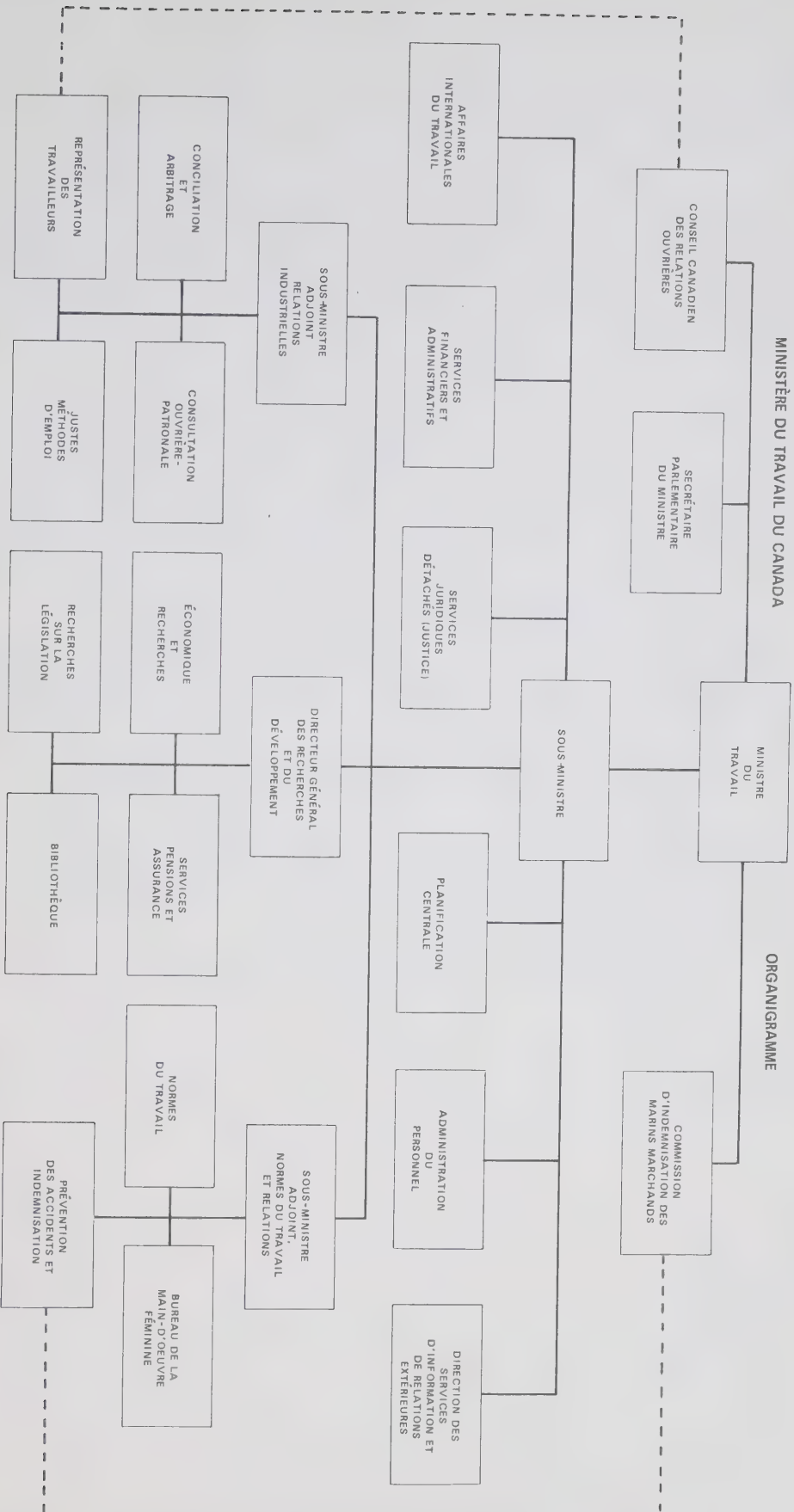
La Loi sur les relations industrielles et sur les enquêtes visant les différends du travail a été remplacée par la Partie V du Code canadien du travail (Relations industrielles), chapitre L-1, S.R.C. 1970, abrogée par le projet de loi C-183 qui a reçu la sanction royale le 7 juillet 1972, mais qui n'a pas encore été promulguée.

La Loi sur l'égalité de salaire pour les femmes a été remplacée par la Partie II du Code canadien du travail (Parité du salaire féminin), chapitre L-1, S.R.C. 1970, mais on l'a abrogée et les dispositions sur l'égalité de salaire se trouvent maintenant à la Partie III du Code canadien du travail (Normes du travail), S.R.C. 1970, chapitre 17 (2e supplément).

Autres lois appliquées par le ministère:

Loi sur le ministère du Travail - chapitre L-2, S.R.C. 1970. Loi sur les justes salaires et les heures de travail - chapitre L-3, S.R.C. 1970. Loi sur l'indemnisation des employés de l'Etat - chapitre G-8, S.R.C. 1970. Loi sur l'indemnisation des marins marchands - chapitre M-11, S.R.C. 1970, modifiée par les S.R.C. 1970, chapitre 19 (2e supplément).





Ministre du Travail.....  
L'hon. Martin O'Connell,  
C.P., député  
M. David J. Sims  
M. Edward Johnson  
M. François Côté  
Mlle Louise Morin  
Secrétaire particulière.....  
Mme Marie Phelan  
Principaux Fonctionnaires

ous-ministre.....  
Adjoint exécutif.....  
Adjoint spécial.....  
M. Bernard Wilson  
M. Keith Deyell  
M. R.D. Blackburn  
M. Robert Armstrong

#### PROGRAMME DES RELATIONS INDUSTRIELLES

ous-ministre adjoint.....  
Directeur intermédiaire, Conciliation et arbitrage.....  
Directeur, Représentation des travailleurs.....  
Directeur intermédiaire, Justes méthodes d'emploi.....  
Directeur, Consultation ouvrière-patronale.....  
M. W.P. Kelly  
M. J.S. Gunn  
M. G.A. Lane  
M. R. Traversy  
M. K.P. Dewitt

#### PROGRAMME DES NORMES D'EMPLOI ET DES PRESTATIONS

ous-ministre adjoint.....  
Directeur, Normes du travail.....  
Directeur, Prévention des accidents et indemnisation.....  
Directrice, Bureau de la main-d'œuvre féminine.....  
M. J.-P. Després  
M. B.H. Hardie  
M. J.H. Currie  
Mlle Sylvia Gelber

#### PROGRAMME DES RECHERCHES ET DU DEVELOPPEMENT

Directeur général.....  
Directeur, Economique et recherches.....  
Directeur, Affaires internationales du travail.....  
Directeur, Recherches sur la législation.....  
Directeur, Bibliothèque.....  
Recherches sur les pensions et l'assurance et services consultatifs.....  
M. Harry J. Waisglass  
M. Cecil D. Harper  
M. John Mainwaring  
M. Robert Mitchell  
M. James Whitridge  
M. R.T. Norris-Elye

#### DIRECTION DES SERVICES

Directeur, contentieux.....  
Directeur intermédiaire, Services financiers et administratifs.....  
Directeur, Administration du personnel.....  
Directeur, Services d'information et de relations extérieures.....  
M. Robert Mitchell  
M. C.J. Helmes  
M. E.B. Meredith  
M. R. Brian O'Regan

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# rapport annuel

**pour l'année  
financière  
terminée  
le 31 mars**





# rapport annuel

pour l'année  
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terminée  
le 31 mars

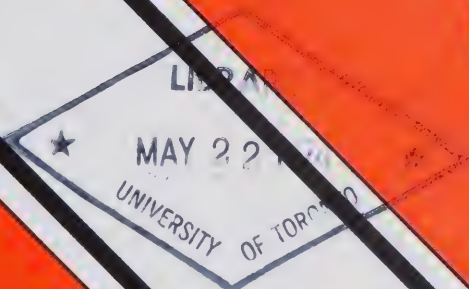


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# annual report

for the fiscal  
year ended  
31 march



Labour  
Canada

Travail  
Canada



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# annual report

for the fiscal  
year ended  
31 march



Labour  
Canada

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# CANADA DEPARTMENT OF LABOUR\_\_\_\_\_

340 Laurier Avenue West  
Ottawa, Ontario, K1A 0J2

Minister of Labour .....	The Honourable John Munro, P.C., M.P.
Executive Assistant .....	E. Jonah
Special Assistants .....	D. Lord
	F. Viola
Departmental Assistant .....	Mrs. Marie Phelan

## PRINCIPAL OFFICERS

Deputy Minister .....	Bernard Wilson
Executive Assistant .....	Keith Deyell

## INDUSTRIAL RELATIONS PROGRAM

Assistant Deputy Minister .....	W.P. Kelly
A/Director, Conciliation and Arbitration .....	A.R. Gibbons
A/Director, Employee Representation .....	G.A. Lane
Director, Fair Employment Practices .....	R. Traversy
Director, Labour-Management Consultation .....	K.P. DeWitt

## EMPLOYMENT STANDARDS AND BENEFITS PROGRAM

Assistant Deputy Minister .....	J.-P. Després
Director, Labour Standards .....	B.H. Hardie
Director, Accident Prevention and Compensation .....	J.H. Currie
Director, Women's Bureau .....	Miss Sylva Gelber

## RESEARCH AND DEVELOPMENT PROGRAM

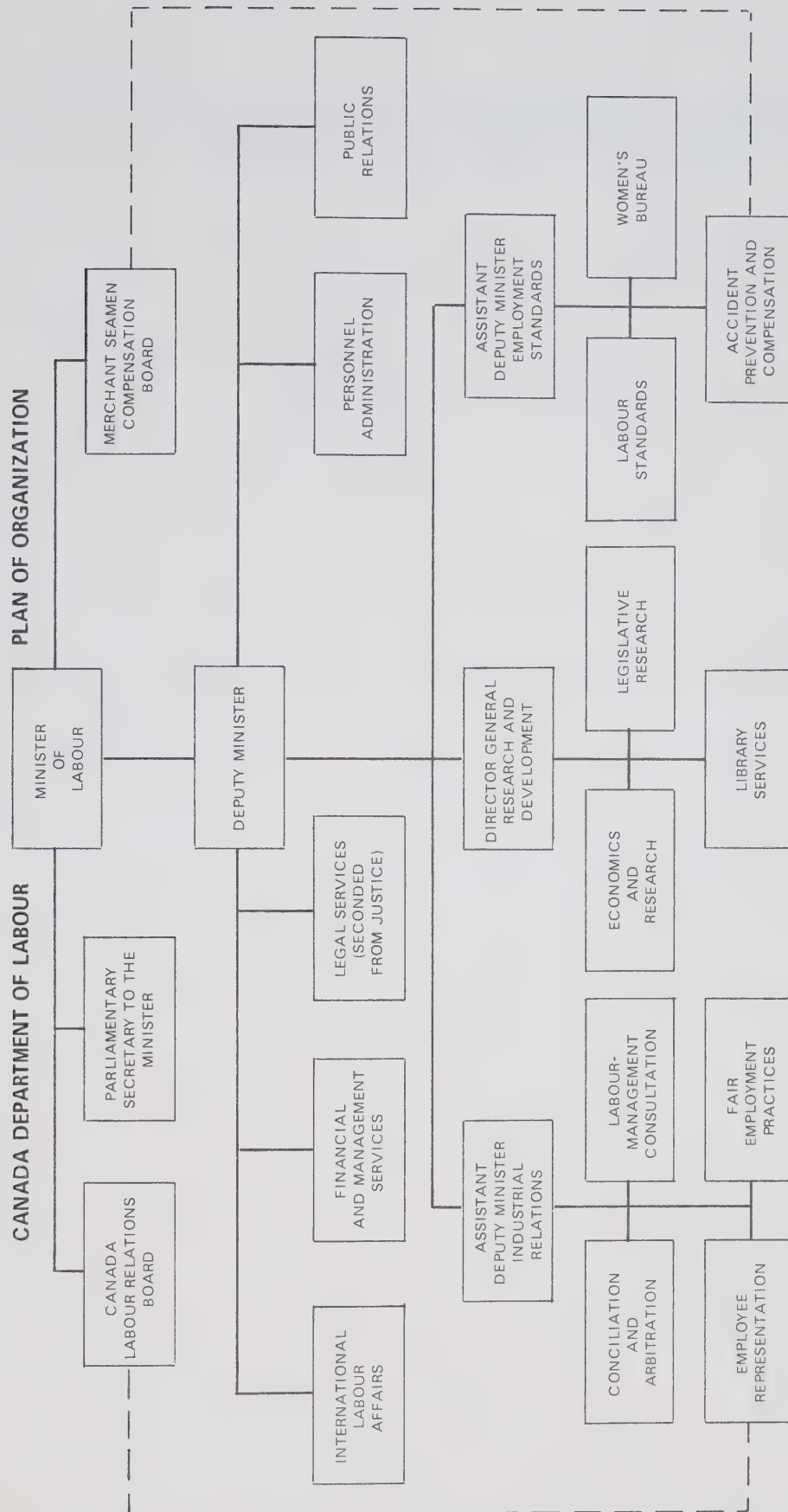
Director-General .....	Harry J. Waisglass
Director, Economics and Research .....	Cecil D. Harper
Director, Legislative Research .....	C.R. Scott
Director, Library Services .....	James Whitridge

**SERVICE BRANCHES**

Departmental Solicitor.....	G. Van Berkel
Director, International Labour Affairs.....	John Mainwaring
Director, Financial and Management Services.....	C.J. Helmes
Director, Personnel Administration.....	E.B. Meredith
Director, Public Relations.....	R. Brian O'Regan



CANADA DEPARTMENT OF LABOUR



# **ACTS ADMINISTERED BY THE CANADA DEPARTMENT OF LABOUR**

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The Canada Labour Code (chapter L-1, R.S.C. 1970).

Part I (Fair Employment Practices) replaces Canada Fair Employment Practices Act.

Part III (Labour Standards) replaces Canada Labour (Standards) Code and Female Employees Equal Pay Act.

Part IV (Safety of Employees) replaces Canada Labour (Safety) Code.

Part V (Industrial Relations) replaces Industrial Relations and Disputes Investigation Act.

Department of Labour Act (chapter L-2, R.S.C. 1970).

Fair Wages and Hours of Labour Act (chapter L-3, R.S.C. 1970).

Government Employees Compensation Act (chapter G-8, R.S.C. 1970).

Merchant Seamen Compensation Act (chapter M-11, R.S.C. 1970, as amended by R.S.C. 1970, chapter 19, (2nd Suppl.)).

# CANADA DEPARTMENT OF LABOUR OBJECTIVES

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The Department has one overall objective, which is:

To achieve economic and social progress with justice through the promotion of good industrial relations and improved working conditions.

To further this basic objective the Department's principal activities are designed to:

Protect the right to organize and to bargain collectively;

Settle industrial disputes and encourage co-operation between labour and management;

Establish and maintain fair standards of wages, working conditions and safety in employment;

Achieve equality of job opportunity and safeguard human rights in matters affecting labour;

Provide research, statistical and information services in labour matters to unions, employers, government and the public;

Promote and participate in national and international tripartite consultation in matters affecting labour.





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# INTRODUCTION

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During the year under review the work of the Canada Department of Labour was marked by thrusts in new directions, changing emphasis in the deployment of its energies, and a number of new initiatives and projects.

The important and long-awaited revision of Part V of the Canada Labour Code (Industrial Relations) was completed during the year, the culmination of several years of study and consultation to provide a sound framework for industrial relations in the 1970's. Bill C-183, which received Royal Assent on July 7, 1972 and was proclaimed on March 1, 1973, represented the first revision of the federal industrial relations law since 1948.

The new law reaffirmed the faith of the Government in the process of free collective bargaining, including the right to strike. Among its key features were provisions for dealing with technological change; an extension of bargaining rights; increased protection against unfair labour practices; a wider choice of dispute settlement procedures; and the creation of a full-time Labour Relations Board.

The new Canada Labour Relations Board was appointed shortly before the proclamation. It consists of a chairman, vice-chairman, and four other members, two of whom are new appointees, and two reappointments from the preceding board.

Disputes that made the most demands on the Department's conciliation services during the fiscal year ending March 31, 1973 were those affecting airline, grain elevator, harbour, longshoring, railway, towboat and trucking operations. Two of the disputes required acts of Parliament to get operations going again. On July 6 the St. Lawrence Port Operations Act was passed by Parliament; it provided for a resumption of work at Montréal, Trois-Rivières and Québec city. Later, when the West Coast ports were closed down, Parliament was recalled and the West Coast Ports Operations Act was passed September 1. Agreement between the parties was reached December 31.

Both disputes had utilized Industry Specialists in trying to arrive at settlements. The magnitude of the problems encountered, however, and the technological change within the industry, apparently created impasses to that type of dispute settlement. However, those were exceptions to the general rule. Since the inception of the program until March 31, 1973, industry specialists were assigned 154 cases and achieved successful results in 83 per cent of cases that were dealt with to finality.

In experimenting with new research initiatives, the Canada Department of Labour convened a symposium on social indicators of the quality of working life, in Ottawa in March 1973. Papers presented examined methods of measuring the quality of working life, approaches to social auditing, social indicators of the quality of working life. The factor of job satisfaction was discussed as an indicator of the quality of employment. Negative indicators take the form of worker alienation, blue-collar blues, labour turnover, absenteeism, and other counter-productive symptoms.

Higher job expectations, and the changing qualities of the Canadian work force are exogenous factors helping to mould the work environment. Female participation has risen dramatically. The shift of employment toward the service industries and higher educational levels all contribute to changing attitudes toward labour by trade unions, management, and government.

Against this background of continuous change, the work of the regulatory branches of the Canada Department of Labour contribute an important stabilizing force.

The Honourable John Munro was appointed Minister of Labour in November 1972, succeeding the Honourable Martin O'Connell.

This brief review of the work of the Department and its environment gives evidence of its major involvement in the changing social and economic life of Canada. The scope and breadth of the Department's responsibilities and activities and their impact on the Canadian scene may be deduced from the detailed content of this annual report.

# COMPARATIVE STATEMENT OF EXPENDITURES 1972-73 AND 1971-72

## DEPARTMENTAL SUMMARY

	1972-73	1971-72
General Administration		
Administration . . . . .	\$ 2,897,003	\$ 2,114,145
Grants and Contributions . . . . .	20,000	15,000
Public Relations		
Administration . . . . .	984,835	1,208,423
Industrial Relations		
Administration . . . . .	2,032,304	1,707,250
Employment Standards		
Administration . . . . .	3,654,851	3,273,257
Payments of Compensation respecting Government Employees and Merchant Seamen . . . . .	6,369,439	5,420,235
Grants and Contributions . . . . .	10,800	11,500
Research and Development		
Administration . . . . .	2,472,788	2,355,464
Grants and Contributions . . . . .	402,880	1,221,111
TOTAL DEPARTMENT . . . . .	\$18,844,900	\$17,306,385



**COMPARATIVE STATEMENT OF EXPENDITURES BY  
DEPARTMENTAL APPROPRIATIONS FOR 1972-73 AND 1971-72**

	1972-73	1971-72
Minister of Labour — Salary and Automobile Allowance . . . . .	\$ 16,939	\$ 17,000
Labour — Program expenditures, the grants listed in the Estimates and the expenses of delegates engaged in activities related to Canada's role in International Labour Affairs . . . . .	12,458,522	11,869,149
Payments of Compensation respecting Public Service Employees (Chap. 134, R.S. as Amended) and Merchant Seamen (Chap. 45, Statutes of 1964-65) . . . . .	\$6,369,439	5,420,236
<b>TOTAL DEPARTMENT . . . . .</b>	<b>\$18,844,900</b>	<b>\$17,306,385</b>

# COMPARATIVE STATEMENT OF EXPENDITURE – 1972-73 AND 1971-72

## By Object of Expenditure

	1972-73	1971-72
Personnel . . . . .	\$ 8,436,271	\$ 7,505,632
Statutory Payments Re: Compensation . . . . .	6,369,439	5,420,236
Information . . . . .	757,526	785,846
Professional and Special Services . . . . .	1,310,508	1,083,915
Boards, Commissions, Conferences . . . . .	192,373	232,466
All Other . . . . .	1,778,783	2,278,290
<b>TOTAL . . . . .</b>	<b>\$18,844,900</b>	<b>\$17,306,385</b>

# COMPARATIVE STATEMENT OF EXPENDITURES 1972-73 AND 1971-72

## BY ACTIVITY

### GENERAL ADMINISTRATION ACTIVITY

BRANCH	1972-73	1971-72
Minister's Office	\$ 344,307	\$ 227,752
Deputy Minister's Office	200,520	216,720
Central Planning	47,617	8,633
Personnel Administration	364,917	323,954
Financial and Management Services	1,456,581	1,222,523
Library	162,955	129,562
International Labour Affairs	340,106	305,579
<b>TOTAL</b>	<b>\$2,917,003</b>	<b>\$2,434,823</b>

### PUBLIC RELATIONS ACTIVITY

<b>TOTAL</b>	<b>\$984,835</b>	<b>\$1,208,423</b>
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### INDUSTRIAL RELATIONS ACTIVITY

BRANCH		
Administration, A.D.M.'s Office	\$ 56,493	\$ 34,848
Conciliation and Arbitration	813,855	660,114
Labour Management Consultation	656,446	583,927
Employee Representation	286,528	221,139
Fair Employment Practices	218,982	207,222
<b>TOTAL</b>	<b>\$2,032,304</b>	<b>\$1,707,250</b>

### EMPLOYMENT STANDARDS ACTIVITY

BRANCH		
Administration, A.D.M.'s Office	\$ 54,403	\$ 54,497
Labour Standards	1,471,013	1,330,035
Accident Prevention and Compensation	1,982,550	1,774,000
Women's Bureau	157,685	126,225
<b>TOTAL</b>	<b>\$3,665,651</b>	<b>\$3,284,757</b>



## RESEARCH AND DEVELOPMENT ACTIVITY

### BRANCH

Administration, Director General's Office	\$ 666,534	\$1,294,223
Economics and Research	2,007,569	1,752,816
Legislative Research	168,794	170,672
Pension and Insurance Research	32,771	33,185
<b>TOTAL</b>	<b>\$2,875,668</b>	<b>\$3,250,896</b>

# INDUSTRIAL RELATIONS PROGRAM

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The Industrial Relations Program of the Department is concerned with the provision of conciliation and mediation services under the terms of Part V of the Canada Labour Code (Industrial Relations); the provision of staff support to the independent Canada Labour Relations Board; the promotion of improved forms of labour-management consultation; and the development, under Part I of the Canada Labour Code (Fair Employment Practices), of a program aimed at elimination of socially unacceptable forms of discrimination in employment, and the creation of increased employment opportunities for the members of historically disadvantaged minority groups. The program is divided organizationally into four units; the Conciliation and Arbitration Branch, the Employee Representation Branch, the Labour-Management Consultation Branch and the Fair Employment Practices Branch.

## CONCILIATION AND ARBITRATION

### Conciliation Services

Disputes making the most demands on the Department's conciliation services during 1972-73 were those affecting airline, grain elevator, harbour, longshoring, railway, towboat and trucking operations.

**Airline Operations** — On November 8, an industry specialist was assigned to attend all bargaining sessions for the renewal of the collective agreement between Air Canada and the Canadian Air Line Pilots' Association covering approximately 1,100 pilots. The agreement was due to expire January 31, 1973. Regular meetings were held with the industry specialist until February 13, when a tentative settlement was reached.

During the week of March 5, the settlement was ratified by a majority of the pilots. The signing of a new collective agreement was expected to take place shortly after. At year end, the first officer pilots had expressed dissatisfaction with the settlement terms. However, it was considered unlikely that this would prevent the signing of a new collective agreement.

In a dispute affecting Wardair Canada Limited, Edmonton, Alberta, the Minister appointed a conciliation board when conciliation officer proceedings were unable to bring about a settlement. The union, the Canadian Air Line Flight Attendants' Association, had acquired exclusive bargaining rights for some 100 stewardesses in July, 1971, following certification by the Canada Labour Relations Board. The conciliation board was fully constituted on July 24, 1972, when Thomas C. O'Connor was appointed chairman. Following receipt of the conciliation board report by the Minister on December 11, the stewardesses commenced legal strike action January 12. The union demanded a scheduled duty day limitation of 14 hours a day with an absolute limitation of 16 hours.

On March 15, the parties signed a memorandum of agreement in the form of complete draft agreement. That included agreement in writing by the parties to have the outstanding issue of "duty day" placed before an arbitrator for a final and binding decision. Thomas C. O'Connor, of Toronto, was appointed arbitrator. At the close of the year he arranged for arbitration hearings to begin in April.

Another dispute affected Nordair Limited, Montreal International Airport, and its 240 maintenance employees. The Minister appointed a conciliation board following the unsuccessful efforts of a conciliation officer assisted by an industry specialist. The International Association of Machinists and Aerospace Workers, Lodge 2309, was negotiating a renewal of its existing collective agreement with the employer, which had expired May 31, 1972.

The conciliation board appointed A.C. Dennis of Lakefield, Ontario, as chairman May 31, 1972. The board submitted its report, which was released by the Minister on November 1. Following the report's release the parties entered into further negotiations, but reached an impasse that resulted in strike action by union members on November 14. Two industry specialists met with the parties during November and December and reduced the large number of outstanding issues. Following intensive mediation sessions in January 1973, a tentative settlement was reached. It was ratified by a substantial majority of the employees on January 19. The following day a two-year collective agreement was signed by the parties and the strike terminated January 21.

**Grain Elevator Operations** — A conciliation officer and an industry specialist first dealt with a dispute affecting the West Coast grain elevators. When they were unsuccessful in bringing about a settlement, a conciliation board was appointed. The parties affected were United Grain Growers Limited, Manitoba Pool Elevators, Saskatchewan Wheat Pool, Richardson Terminals Limited, National Grain (1968) Limited and Parrish and Heimbecker Limited and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America. Separate collective agreements between the union and each of the employers expired November 30, 1971 covering a total of some 500 employees. The conciliation board was fully constituted on April 21, 1972, when the Minister appointed Thomas C. O'Connor of Toronto as chairman. The board report was received by the Minister on August 16 and was released to the parties on August 18. In post-conciliation board mediation sessions conducted by departmental mediators, a settlement was reached on October 19. It was ratified by the union membership on October 22. The settlement provided new two-year collective agreements with an expiry date of November 30, 1973.

In a dispute affecting a number of companies represented by the Lakehead Terminal Grain Elevators Association and the Brotherhood of Railway, Airline and Steamship Clerks, a conciliation board was appointed following conciliation officer proceedings. The existing collective agreement, covering some 1,600 grain handlers, had expired December 31, 1972. The conciliation board was fully constituted on March 22 when Dr. Arjun P. Aggarwal, of Thunder Bay, Ontario, was appointed as chairman. The board had arranged for the commencement of hearings at the close of the year.

**Harbour Operations** — On April 14, a conciliation officer was appointed to deal with a dispute between the National Harbours Board, Port of Montréal, and the National Union of Employees of the Port of Montréal (CNTU). The dispute involved some 623 general forces, grain elevator and cold storage employees covered by a collective agreement that had expired December 31, 1971. It proceeded to a conciliation board early in June. The board was fully constituted July 24 with the appointment of Reuben Spector, Q.C., of Montréal, as chairman.

While the board was writing its report late in September, a settlement was reached by the parties with the mediation assistance of the Department's Montréal officers. The settlement was subsequently ratified by the union membership. It provided for a three-year collective agreement with an expiry date of December 31, 1974.

**Longshoring Operations** — A dispute involving the British Columbia Maritime Employers' Association and the International Longshoremen's and Warehousemen's Union—Canadian Area—involving some 3,300 West Coast longshoremen, a conciliation officer, assisted by an industry specialist was assigned to provide conciliation assistance to the parties on June 13. A conciliation board was fully constituted on July 24 and Dr. Neel A. Hall of Vancouver appointed chairman. The board submitted its report to the Minister late in July, and it was released to the parties early in August.

On August 6, a virtual shut-down of the Port of Vancouver occurred when members of the Vancouver Local resigned from the "regular" work force and reported to work only through the hiring hall procedures that called for a daily dispatch. Doctor Hall continued to assist the parties on August 7. He was unable, however, to bring about a resumption of work or make any progress toward a settlement. On August 10 and 11 a strike vote was taken by the union that authorized the executive committee, by a majority vote, to call a strike.



On August 14, the Assistant Deputy Minister, Industrial Relations, went to Vancouver to explore the possibility of a resumption of operations at the port, while Doctor Hall continued his efforts to resolve the dispute. On August 23, the union instituted picket lines at all other West Coast ports and longshoring operations at all ports ceased. On August 24, the Minister met with representatives of the parties to determine the time needed to reach a settlement and ascertain the possibility of a resumption of operations while negotiations were resumed. No agreement was reached. Parliament was recalled and the West Coast Ports Operations Act was passed September 1. The Act provided for the resumption of port operations and for the parties to continue negotiations, and provided for the appointment of a mediator if the parties could not reach agreement by December 31.

In late November, the Employers' Association requested mediation assistance. The Minister appointed Mr. Justice Nemetz of the British Columbia Court of Appeal in December as special mediator. Following efforts to achieve a mediated settlement, he submitted his report, dated December 26, to the Minister. Settlement was reached about mid-January, and was ratified by the union membership after clarification of the report.

A dispute affecting the ports of Toronto and Hamilton was settled with the mediation assistance of an industry specialist. The employers affected by the dispute were the Maritime Employers' Association, the Toronto Harbour Commissioners and the Hamilton Harbour Commissioners. The union was the International Longshoremen's Association. Approximately 700 employees were covered by collective agreements that expired on December 31, 1971. The industry specialist commenced his mediation sessions with the parties in April, 1972 and meetings continued with the various groups until August, when a memorandum of agreement was signed that was later ratified by the union membership. New collective agreements were concluded for a period of three years effective from January 1, 1972. The efforts of the industry specialist resulted in a settlement being reached without recourse to formal conciliation procedures.

At the end of the year, a conciliation board, under the chairmanship of Judge Alan B. Gold, was dealing with a dispute affecting the Maritime Employers' Association and International Longshoremen's Association. The ports affected were Montréal, Québec city and Trois-Rivières. The dispute involved about 3,100 employees. With the aid of the Montréal-based industry specialist, all collective agreements were signed April 19, 1972. The terms of settlement provided for a total wage increase of 50 cents an hour spread over a three-year agreement, effective from January 1, 1972, to December 31, 1974. The collective agreements also made provision for a guaranteed income plan, size of work gangs, health and welfare, training and improved pensions.

On May 9, longshoremen at the ports walked off the job in support of the Common Front general strike in the Province of Québec. The Maritime Employers' Association obtained an injunction against the union to have the men returned to work, and instituted court action for damages. May 10, the longshoremen at all three ports were back at work. The men in Montréal walked off the job again on May 12, but longshoremen at Trois-Rivières and Québec city remained at work. The cause of the second strike was a disagreement over the interpretation of two clauses in the collective agreement that the union refused to arbitrate. The longshoremen returned to work on May 14 and on May 16 longshoremen at all three ports went out on strike and the union still refused to arbitrate the dispute. The Maritime Employers' Association asked the Minister to consent to prosecuting the union, but that was refused on grounds that the matter should have been arbitrated as provided for in the agreement.

On May 30, the Maritime Employers' Association suspended all the longshoremen for violation of the agreement. The strike continued. On June 19, the Minister advised both parties that unless they were prepared to arbitrate the matter, it was his intention to appoint an industrial inquiry commission on the condition that the employees would return to work and that the Maritime Employers' Association would lift the suspension placed on the longshoremen. The Maritime Employers' Association requested Judge Gold to arbitrate the dispute. The union refused to appear at the arbitration hearing. By June 27, Judge Gold handed down his decision, which favoured the Maritime Employers' Association's position on deployment of work gangs; found that the strike was illegal and that the men were obliged to return to work.

From June 30 to July 3, senior officials of the Department provided mediation assistance. Certain proposals were made that were accepted by the MEA, and the local unions in Québec city and Trois-Rivières agreed to return to work on the condition that legal action would not be instituted against them. The MEA, however, would not agree to withdraw legal action unless the Montréal longshoremen also returned to work. On July 6, the St. Lawrence Ports Operations Act was passed by Parliament and provided for a resumption of work at all the ports. The Act also included the provision for an arbitrator to determine when the job security fund would become operative. By about July 10, operations in all three ports began to return to normal.

Since the end of the strike at the ports, the employers have found that there is an acute lack of funds required to pay the job security benefits. Various proposals are being explored to find a satisfactory and lasting solution.

**Railway Operations** — On April 7, a conciliation officer was appointed to deal with seven disputes affecting a total of 1,050 railway employees of the Québec North Shore and Labrador Railway Company at Sept-Iles, Québec. The employees were represented by the following railway unions: Brotherhood of Locomotive Engineers, United Transportation Union, Brotherhood of Maintenance of Way, International Association of Machinists and Aerospace Workers, and Brotherhood of Railroad Signalmen.

The conciliation officer was also appointed at the same time to deal with another dispute at Sept-Iles affecting some 94 catering employees of a private catering firm — Crawley and McCracken. The employees, who provide catering services for the railway employees, were represented by the International Association of Machinists and Aerospace Workers. The various collective agreements covering both railway and catering employees expired February 29, 1972.

After hospitalization of the conciliation officer, two other officers were assigned to continue mediation.

At the same time, negotiations took place between the Iron Ore Company of Canada and the United Steelworkers of America, involving approximately 3,700 employees. The negotiations, which were conducted jointly with the railway negotiations because of matters having common concern to all employees, were subject to the provincial jurisdictions of Québec and Newfoundland. A mediator from each province was assigned to provide assistance. Despite the jurisdictional aspects involved, conciliation proceedings were, in the main, led by a federal mediator.

After eight days of intensive mediation sessions, a settlement was reached on June 12, subject to ratification by the railway and catering service employees as well as the 3,700 employees of the Iron Ore Company. On June 16, the railway and catering service employees ratified the settlement, which provided for various three-year collective agreements. The Iron Ore Company employees found the settlement unacceptable and engaged in a work stoppage. At a later date the settlement terms were accepted and the striking employees returned to work.

Prior to the close of the year, a conciliation board was appointed to deal with a railway dispute between the Associated Non-Operating Railway Unions, the Canadian National Railways, and CP Rail and other short line companies. Some 55,000 non-operating employees, covered by collective agreements that had expired on December 31, 1972, were affected. Earlier, senior departmental mediators had successfully arranged a settlement of the complicated pension plan issue — a matter important to all parties concerned. Other major railway negotiations still in progress at the close of the year involved the Railway Association of Canada (representing Canadian National Railways, CP Rail and other short line companies) and Division No. 4, Railway Employees Department of AFL/CIO (representing various shopcraft unions). Some 22,000 employees were affected. The negotiations were under the scrutiny of a departmental mediator who had been appointed to render early mediation assistance. At the end of the year, the mediator was also involved in negotiations between the major railways and the United Transportation Union covering groups of trainmen and firemen/diesel helpers.



**Towboat Operations** — On October 19, the Minister appointed a conciliation officer, assisted by an industry specialist, to deal with two separate towboat disputes. The Towboat Industrial Relations Association and two unions representing unlicensed personnel — the Seafarers' International Union of Canada and the Canadian Brotherhood of Railway, Transport and General Workers were involved. Both unions were negotiating a renewal of their collective agreements, which had expired on September 30, 1972. The agreements covered a combined total of 950 unlicensed employees. Following intensive conciliation efforts, a memorandum of agreement covering both units of unlicensed personnel was signed by the parties concerned on January 18, 1973. The settlement, which was ratified by the membership of both unions early in March, provided for new collective agreements of three years duration effective October 1, 1972, and expiring September 30, 1975.

Negotiations affecting the Towboat Industrial Relations Association and the Canadian Merchant Service Guild involved some 1,200 licensed employees. A settlement was reached late in November by the parties themselves in direct bargaining. It was ratified by the union membership in January 1973, and provided for a three-year collective agreement of the same duration as the two agreements covering the unlicensed employees mentioned previously.

**Trucking Operations** — An important Québec trucking dispute received the services of a conciliation officer in March and April. The dispute affected the Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member trucking companies under federal jurisdiction) and Teamsters Union, Local 106. The dispute involving some 2,700 truck drivers covered by a collective agreement that expired December 31, 1972, proceeded to the conciliation board stage on April 27. The board was fully constituted late in May, when Judge Jacques Coderre of Montréal was appointed chairman. The board's unanimous report was submitted to the Minister in June.

The parties accepted the report and signed a three-year collective agreement.

## **Conciliation Proceedings**

During the fiscal year, conciliation officers effected settlements in 114 of 180 labour-management disputes referred to them; 35 of the 180 disputes had been carried over from the previous year while 145 disputes were referred to them during the year. Conciliation officers were unable to arrange settlement of 30 disputes and recommended the appointment of conciliation boards. Three disputes resulted in legal strikes following conciliation officer proceedings and another three lapsed. There were 30 disputes in the hands of conciliation officers at the close of the year.

Conciliation boards were appointed to deal with 31 disputes during the year. (One dispute was directly referred to a conciliation board prior to the close of the year). In addition, 15 conciliation boards were carried over from the previous year. In 26 of the 46 disputes, settlements were obtained on the basis of the boards' reports and in post-conciliation negotiations, or through departmental mediation services. Seven disputes were not settled and legal strikes occurred. There were 13 disputes being dealt with by conciliation boards at the close of the year.

## **Industry Specialist Program**

Since the inception of the program to the end of the fiscal year, industry specialists have been assigned 154 cases in the various categories. Industry specialists have achieved successful results in 83 per cent of the cases that were dealt with to finality.



## Other Proceedings

**Application for Consent to Prosecute** – The Minister received 16 applications for consent to prosecute under Section 152 of the Canada Labour Code (Part V). Eight were granted, four were withdrawn, two lapsed, one was denied and one was pending.

**Complaints of Violation of the Code** – Six complaints of alleged violation of provisions of the Code were made. Complaints by persons claiming to be aggrieved through such violation are permitted under Section 150. One resulted in the granting of consent to prosecute, four were withdrawn and one was pending.

From the inception of the Industrial Relations and Disputes Investigation Act to the end of the fiscal year, there were 156 complaints under Section 150. Twenty-two cases were settled, one case by an industrial inquiry commission and 21 by conciliation officers. Thirty-seven cases were not settled or were dismissed when found to be unsupported by the facts, 47 were withdrawn, eight as a result of industrial inquiry commissions, 22 lapsed, 27 resulted in either granting or refusal of consent to prosecute. One case was pending.

**Arbitration** – During the year the Minister received, from parties to collective agreements, 23 requests for the designation of an arbitrator to deal with differences arising between the parties concerning the meaning or violation of collective agreements. In 19 cases an arbitrator was named. Of the remainder, the requests were either withdrawn, lapsed, or other arrangements were made by the parties. The designation of an arbitrator by the Minister is not a statutory requirement and is a service rendered under Section 125 of the Code.

## EMPLOYEE REPRESENTATION

The Employee Representation Branch provides the staff functions required in the administration of the provisions of Part V of the Canada Labour Code (Industrial Relations) that involve the powers and responsibilities of the Canada Labour Relations Board.

## CANADA LABOUR RELATIONS BOARD

The new Part V of the Canada Labour Code came into force on March 1, 1973, and a new Canada Labour Relations Board was constituted. The new board has been designated as a department reporting to and administered by the Minister of Labour, independent of the Canada Department of Labour. The old board will continue to function in the 1973-4 fiscal year until the cases for which it has responsibility are concluded. During that time the staff of the new board will provide administrative services for the old board.

The Canada Labour Relations Board met on 41 days during the year. There were 34 hearings in which the board heard oral submissions and evidence presented by representatives of employers, trade unions and various other parties concerned in 37 cases. Many cases coming before the board are decided without the necessity for a hearing.

The 135 applications for certification of bargaining agents received by the board during the year affected some 6,600 workers. In addition, 33 applications for certification were in process at the close of the previous year. Of those 168 applications, which directly affected some 9,250 workers, 89 were granted, 19 rejected, 26 withdrawn, and five lapsed. At the end of this year, the remaining 29 were still in process. During the year, the board ordered 14 representation votes in applications for certification.

Of the 19 applications for certification that were refused, eight were rejected because the applicants failed to establish a majority standing, three involved employees and employers engaged in a work, business or undertaking that did not come within the application of the Code, and eight were refused for miscellaneous reasons.

## Other Proceedings

**Complaints of Failure to Bargain** — During the year no complaints were referred to the board by the Minister under Section 149 of the Canada Labour Code (Part V — Industrial Relations) alleging that a party had failed to bargain collectively.

**Decertification Proceedings** — The Code (Section 117) provides that, where in the opinion of the board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the board may revoke such certification.

During the year seven applications for revocation of certification were received. Of those seven, five were granted, and two were rejected.

**Applications for Review** — The Code (Section 163(2)) provides that a decision or order of the board is final and conclusive and not open to question, or review, but the board, if it considers it advisable may reconsider any decision or order made by it under the Code and may vary or revoke any such decision or order.

During the year, 23 applications for review were received and two were in process at the end of the previous year. Of those 25 applications, 21 were granted, two were denied, one was withdrawn, and one lapsed.

**Applications for Procedure for Final Settlement of Disputes Concerning the Meaning or Violation of Collective Agreement** — The Code (Section 125) prescribes that where a collective agreement does not contain a procedure for the final settlement of differences concerning the meaning or violation of the agreement, an application may be made to the board for the provision of such a procedure. No such application was received during the year.

## FAIR EMPLOYMENT PRACTICES

Main emphasis of the branch was directed toward resolving complaints of discrimination in employment, or membership in a trade union based on race, religion, colour or national origin, pursuant to Part I of the Canada Labour Code (Fair Employment Practices). Services of the branch were utilized also to investigate and settle allegations of discrimination on those grounds in the Public Service of Canada.

In addition, active contacts were maintained with numerous organizations to promote broader public understanding and acceptance of the branch's objectives. A national multi-media promotional campaign in French and English was carried out. Transit advertising in some 40 cities and towns was adopted as the major means of reaching persons protected by Part I of the Code. That phase of the campaign was preceded by advertisements on radio and television, and in the ethnic press and roto magazine sections of Saturday newspapers.

The campaign drew a heavy response in complaints, inquiries and observations on fair employment practices legislation.

The main objective of the investigation of a complaint is to determine the facts surrounding the allegation of discrimination; mediate a settlement; or establish common ground between the complainant and the respondent within the scope and spirit of the law.

In a large number of cases investigated, no statistically significant results are shown; nevertheless the presence of an F.E.P. investigator can be shown to have been beneficial to both the complainant and the respondent. The active involvement of the officer may shed light on potential discrimination problems and areas of poor personnel practices. Such information is valuable to management in that it provides a greater insight into problems of human

resource management and into difficulties encountered by minority group members in the organization. Significant results of investigation may appear in the form of training programs in human relations and management, improvement of hiring practices and policies, and the establishment of more effective communication between interested parties.

#### Summary of Formal Complaint Investigations

Resolved	29
Disallowed	43
Still under investigation	4
Total dealt with	76

Another related and important activity is the consideration of a wide variety of complaints and requests for official intervention in respect of matters often referred to by the public as "discrimination" but not covered by Part I of the Canada Labour Code (Fair Employment Practices). During the year, the branch dealt with some 200 informal representations and letters and referred another 50 complaints to appropriate provincial jurisdictions.

The year also saw the introduction of Bill C-206 to amend Part I of the Canada Labour Code (Fair Employment Practices) to include discrimination on the basis of sex, age and marital status. The bill lapsed when the House of Commons was dissolved for the October 30 federal election.

Another area of activity has been in the maintenance of close working relationships with other federal departments, provincial agencies and labour bodies with the objective of co-operative effort in the direction of equal employment opportunity. The branch also provided advice in that regard to minority organizations.

As part of the continuing promotional program to inform the public of their rights and obligations contained in the legislation, officers of the branch delivered speeches and informal talks to national and regional meetings, community groups and minority group associations. To promote further public understanding and awareness of the problems that still exist in the area, large-scale distribution continued of several publications dealing with the provisions of the fair employment practices legislation and various aspects of human rights.

## LABOUR-MANAGEMENT CONSULTATION

Industrial relations officers continued to promote good industrial relations through the formation of labour-management consultation committees, providing a variety of support services to existing committees, and generating dialogue between unions and management in all sectors of the economy.

The branch's 19 field representatives made 1,353 contacts in federal jurisdiction and 1,186 contacts in provincial jurisdiction. As of March 31, 1973, there were 516 committees registered with the branch in federal jurisdiction and 2,151 committees registered with the branch in provincial jurisdiction for a total of 2,667 committees. The 516 federal jurisdiction committees represent more than 185,000 workers; the committees in provincial jurisdiction represent almost 635,000 workers. Most committees on the branch records are in the manufacturing and service industries; others are in industries such as construction, transportation, mining, logging, communication, wholesale, retail trade and finance.

In keeping with the policy of promoting strong viable committees, additional effort was put into the establishment of the 67 new committees registered with the branch this year. Renewed attempts were also made to upgrade some committees to a standard more conducive to good industrial relations. That often required intensive work with individual organizations involving seminars and meetings aimed at promoting the branch's approach.



Another aspect of the program is sponsoring area labour-management conferences. Through these conferences the principle of the joint consultation meeting is expanded to involve federal, provincial and municipal governments as well as union leaders and community management representatives. Three such conferences were held in 1972-73.

The Joint Industry Board for Prince Edward Island was the theme of the first conference, held in Charlottetown, Prince Edward Island, in April. Of the 182 delegates in attendance, 40 per cent were from the labour movement, 39 per cent from management and 21 per cent represented academic institutions, the clergy, civic, provincial and federal governments. The delegates agreed unanimously to the principle of a joint industry board.

In November, a conference was organized for union and management representatives of the marine and allied industries in the Niagara area. Theme of the conference was Constructive Union-Management Relations.

The branch's third conference was held in Brantford, Ontario, and 128 representatives of unions, companies and other organizations in the Brantford and Central Erie district attended. The theme of the conference was The Influence of Union-Management Relations on the Community.

Most industries in the area were represented: 45 per cent were from management; 30 per cent from unions, and 25 per cent from other groups. Almost all delegates felt the conference had met the objectives set forth in the program.

The branch also published pamphlets and committee aids dealing with joint consultation. Informative articles on joint consultation were published in the branch's periodical, **Teamwork in Industry**. The publication appears 10 times a year and is distributed without charge to those interested in joint consultation. It has a circulation of 37,000 English and 14,000 French copies in each issue.

One new publication was produced in 1972-73: **Coming to Terms With Conflict**. A large initial demand for the pamphlet indicates it is satisfying a need in the industrial relations environment. Two reprints were also made of the booklets *The Joint Consultation Approach* and *But Are You Listening*.

# EMPLOYMENT STANDARDS PROGRAM ---

The Employment Standards Program is concerned with the development and application of standards established under the Canada Labour Code (Part III – Labour Standards, Part IV – Safety of Employees), the Fair Wages and Hours of Labour Act and related Orders in Council; with the administration of workmen's compensation legislation applying to federal public servants and merchant seamen; and with programs aimed at effecting changes in attitudes and practices relating to the status of women in order to accelerate their occupational and remuneration integration in the labour force. It is divided into three units: the Labour Standards Branch, the Accident Prevention and Compensation Branch and the Women's Bureau.

## LABOUR STANDARDS

The Labour Standards Branch is responsible for the administration of Part III of the Canada Labour Code (Labour Standards), the Fair Wages Policy of the Government of Canada and the Fair Wages and Hours of Labour Act. It consists of a headquarters organization, with two divisions, and nine regional offices located in St. John's, Halifax, Fredericton, Montréal, Ottawa, Toronto, Winnipeg, Edmonton and Vancouver.

The branch investigates all complaints and carries out a planned inspection program to promote compliance with the legislation. In addition, it conducts annual wage surveys to determine wage rates to be paid on federal construction contracts.

### Part III of the Canada Labour Code (Labour Standards) – General

Part III of the Canada Labour Code provides minimum standards relating to hours of work, minimum wages, equal wages, annual vacations, general holidays, maternity leave, group and individual termination of employment, severance pay and garnishment.

#### Hours of Work – Division I

Division I of Part III of the Code provides that, following an inquiry, regulations may be made by the Governor in Council modifying the provisions of the Code governing standard and maximum hours and overtime. That may occur when provisions without modification show undue prejudice regarding the interests of employees concerned or are seriously detrimental to the operations of the industrial establishment. There is also provision for exemption of classes of employees after an inquiry.

During the year, inquiries were held in the following industries:

- (a) Shipping – Inquiries were held on the West Coast and in Newfoundland, resulting in the West Coast Shipping Employees Hours of Work Regulations (SOR/72-432 issued on October 10, 1972) and the Newfoundland Shipping Employees Hours of Work Regulations (SOR/73-67 issued on January 31, 1973).
- (b) Road Transportation – This inquiry resulted in the Canada Motor Vehicle Operators Hours of Work Regulations (SOR/72-431 issued on October 10, 1972).

- (c) Railways – This inquiry was restricted to the hours of work of the running-trade employees and regulations concerning them are now under consideration.
- (d) Crown Corporations – This inquiry related to the hours of work of certain classes of employees of the Cape Breton Development Corporation at the Princess Colliery located in the town of Sydney Mines, N.S. Regulations are now under consideration.

## **Minimum Wage – Division II**

Division II of the Code provides that the Governor in Council may, by order, increase the minimum hourly wage rate. Minimum wage rates were revised by the following Orders in Council, effective November 1, 1972:

- (i) (SOR/72-264) which provided for an increase from \$1.75 to \$1.90 an hour for employees 17 years of age and over.
- (ii) (SOR/72-333) which provides for an increase from \$1.50 to \$1.65 an hour for employees under 17 years of age.

## **Flexible Features of the Code**

Certain provisions of the Code allow employers some flexibility in applying its standards to their operations.

- One hundred and one permits were issued under section 33(1) of the Code granting hours to be worked in excess of the prescribed weekly maximum hours of work;
- Eighty-two reports were received under section 33(5) of the Code advising that 40,548 employees had worked a total of 612,573 hours in excess of the prescribed weekly maximum hours of work;
- One thousand two hundred and twenty-four reports were received under section 34(2) of the Code advising that 69,234 employees had worked a total of 775,773 emergency hours in excess of the prescribed weekly maximum hours of work;
- One authorization was issued under section 37 of the Code permitting the employment of a handicapped person at a wage lower than the minimum wage prescribed under section 35 of the Code;
- Eleven notifications of substitution of a general holiday, affecting approximately 647 employees, were received under section 51(1)(a) of the Code; thirty-one approvals to substitute a general holiday, affecting approximately 971 employees, and one revocation of approval to substitute a general holiday, affecting approximately 22 employees, were issued under section 51(1)(b) of the Code;
- Two waivers of application of notice of group termination, affecting approximately 855 employees, were issued under section 60.3 of the Code;
- Thirteen approvals to average hours of work over a longer period than 13 weeks were issued under section 5 of the regulations, affecting approximately 383 employees;
- Forty notifications of averaging hours of work over a period not exceeding 13 consecutive weeks were received under section 6 of the regulations, affecting approximately 1,996 employees;



- One exemption from the application of section 35 of the Code, affecting two employees who are being trained on the job, was issued under section 11 of the regulations;
- Eleven approvals to waive annual vacation, affecting approximately 102 employees, were issued under section 14 of the regulations;
- Twenty-six notifications of postponement of annual vacation affecting approximately 257 employees, were received under section 15(a) of the regulations;
- Fifty approvals of a calendar year or other year as a year of employment for vacation purposes were issued under section 16 of the regulations.

## **Operations Under Extension Orders**

Transport of Goods by Motor Vehicle Hours of Work Extension Orders.

- Two notifications of averaging hours of work over a period not exceeding 13 consecutive weeks were received under section 10 of the order, affecting approximately 25 highway drivers;
- Eleven permits were issued under section 8(1) of the order granting hours to be worked in excess of the prescribed weekly maximum hours of work;
- Eleven reports were received under section 8(5) of the order advising that 709 employees had worked a total of 6,478 hours in excess of the prescribed weekly maximum hours of work;
- Forty-two reports were received under section 9(2) of the order advising that 1,098 employees had worked a total of 6,021 emergency hours in excess of the prescribed weekly maximum hours of work;
- Five reports were received under section 12(2) of the order advising that 22 highway drivers had worked a total of 477 emergency hours in excess of the prescribed maximum hours of work in their respective averaging periods.

## **Enforcement Program**

A total of 998 complaint inspections were investigated. Of those, 478 involved violations of the provisions of the Code, which resulted in wage arrears recoveries of \$171,026.

In addition, 1,707 programmed inspections were carried out. Of those, 402 indicated violations of the provisions of the Code, which resulted in wage arrears recoveries of \$388,688.

## **Federal Contracts for Construction, Remodelling, Repair or Demolition**

The Fair Wages and Hours of Labour Act and Fair Wages Policy Order P.C. 1954-2029 establish standards to govern wages, hours of work, and other working conditions for workmen employed on a contract basis with the federal Government or with the aid of public funds.

Although Fair Wages and Hours of Labour Legislation does not apply to contracts for services, schedules were issued for service contracts at the request of a number of government departments and agencies for work such as

interior cleaning of public buildings, moving office furniture and supplies, landscaping, removal of snow and garbage and catering to army camps.

The branch issued 4,208 schedules of labour conditions to contracting authorities. That compares with 5,326 schedules issued during 1971-72 and 5,115 during 1970-71.

## **Enforcement Activities under the Fair Wages Legislation**

All complaints about failure of contractors to comply with the standards were investigated. In addition, a policy of planned inspections was maintained.

During the fiscal year, 953 inspections were made of wages and hours of work and other labour conditions, including the non-discrimination provisions being observed by contractors on government contracts. Of the 953 inspections carried out, 722 involved main contractors and 231 sub-contractors. The corresponding figures for 1971-72 were 1,213 and 835 and 378.

The enforcement of the required labour conditions and fair wage schedules during 1972-73 resulted in the collection of a total of \$101,357 from 167 contractors for distribution to 1,593 workers to satisfy wages owing by the contractors. During the fiscal year 1971-72 arrears amounted to \$107,193 affecting 1,060 employees of 140 contractors.

## **Fair Wage Rates**

During the year, 8,299 fair wage rates were established to apply on Government contracts. An additional 490 rates of pay were determined to apply to employees of Government departments and agencies as a result of 191 requests.

Wage surveys affecting 63 zones were conducted to obtain information about wage rates being paid by construction contractors and non-construction employers in various areas in Canada. During the wage surveys, 2,939 employers, employing 63,341 hourly paid workers, were contacted. Additional information was extracted from provincial labour legislation, and collective agreements.

## **ACCIDENT PREVENTION AND COMPENSATION**

Principal functions of the branch are to establish and maintain, in accordance with the provisions of Part IV of the Canada Labour Code (Safety of Employees), an adequate standard of employment safety in enterprises subject to federal jurisdiction and in the Public Service; and to administer the Government Employees Compensation Act under which employment injury benefits are provided to employees of the federal Government. In addition, the branch administers the Merchant Seamen Compensation Act.

### **Accident Prevention Division**

#### **General**

The principal objective of the Accident Prevention Division is to ensure that the Public Service of Canada, and enterprises subject to Part IV of the Canada Labour Code, conduct their work with the lowest possible risk to the safety and health of their 750,000 employees.

In its fifth year of operation, the division is making progress in the achievement of its objective through programs of regulation, inspection, safety audits, technical surveys, consultation, education, training and statistics.

Compared with last year, activity increased in most program areas, particularly in technical surveys and consultation where output almost doubled.

A brief description of the principal features and activities of the division in the fiscal year 1972/73 follows:

## **Accident Statistics**

Because federal enterprises were not required to submit annual returns of their accident experience until March 1, 1973, the statistical report for this fiscal year is incomplete. Estimated cost of compensable injuries was 30 million dollars and the indirect cost of property damage, lost production, etc., not less than 120 million dollars.

A computer program has been developed to process annual accident experience returns and provide national statistics. It will become fully operational next year.

## **Regulations and Compliance Services**

Seventeen sets of employment safety and health regulations are now in effect. Three others, including electrical safety, medical examinations for truck drivers and a comprehensive revision of the Canada Coal Mine Safety Regulations, are being developed.

The administration of the regulations, together with approximately 18,000 work place and mechanical inspections conducted on behalf of the Department by provincial inspectorates, was a significant feature of the division's regulatory program in 1972-73.

Approximately 600 meetings were held with management and union personnel in connection with directions used by safety officers, and to deal with complaints and other problems.

## **Education**

In co-operation with Treasury Board, **Public Service Safety** was published four times during the year to inform the Public Service about accident prevention matters as they pertain to Treasury Board's occupational safety and health policy and its application to the Public Service. The current distribution is 29,000 copies in each issue.

**Safety Perspective Sécurité**, a new periodical containing information about accident prevention matters, was published twice during 1972-73 and distributed to enterprises subject to Part IV of the Canada Labour Code. Circulation has increased to 45,000 copies in each issue. A number of other publications were also issued, including a safety bulletin to explain the scope and application of the 17 sets of regulations issued in the past two years. Two sound-film strips, one dealing with axe safety and the other with chain saw safety, were produced by the division.

In addition to week-long staff conferences, held each year for the regional safety officers and regional safety consultants, a special week-long seminar dealing with the safety audit system of monitoring and evaluating accident prevention programs was held in Ottawa for the regional safety officers. A course on accident prevention fundamentals was also conducted in Ottawa for seven newly-appointed mine safety officers of the Cape Breton Development Corporation.

Staff of the regional safety offices conducted 125 training seminars.



## Technical Services

Technical work completed includes the development of recommended design specifications for roll-over protective structures on mobile equipment and certification guidelines applicable to operators of explosive-actuated hand tools, a review of cold water immersion hazards, and the preparation of standards for protective clothing and equipment for bush workers. The division is also participating with provincial chief inspectors in the development of national qualification standards for boiler and pressure vessel operators and inspectors.

A number of technical studies were undertaken including qualifications for riggers employed on tower structures, the hazards of radio frequency radiation from high power antennas and the safe disposal of metal azide wastes.

## Safety Visits

More than 5,400 safety visits were completed by departmental safety officers in connection with safety audits, program development, consultations and routine safety matters. The visits utilized approximately 40 per cent of the manpower resources of the division and with previous audits, resulted in more than 500 follow-up meetings with management personnel to assist them in the development of effective accident prevention programs.

Thirty safety audits were completed, seven of which were national audits of companies with work places in all regions. Safety audit is a new method of monitoring and evaluating accident prevention programs that assesses environmental conditions and work practices, and program elements such as safety policy and attitudes, responsibility and accountability, safety education and training, in-plant inspections, and accident investigation and the safety organization. Those and other work place visits brought to light many environmental problems related to noise, dust, toxic fumes and illumination. Nearly 800 technical surveys were completed and evaluated during the year.

More than 200 complaints concerning unsafe conditions and work practices were received from unions and individual employees. Most were resolved by on-site investigations. In addition, requests for technical advice and safety information numbered 730. That was more than double the number of requests received last year.

Almost 1,000 meetings were held with management and union personnel in resolving complaints and in providing technical advice and other consultation services.

## Accident Compensation Division

The Accident Compensation Division is responsible for administering the Government Employees Compensation Act, which provides employment injury coverage for 278,000 employees of 113 federal departments and agencies.

Of the 27,608 claims allowed during the year 444 (1.6%) required only first aid treatment, 11,521 (41.73%) required medical treatment, 15,597 (56.35%) resulted in total temporary disability, 62 (0.23%) resulted in permanent partial disability and 24 (0.09%) were fatal.

A total of 542 other claims were not accepted because the injured person was not an employee of the federal Government, or the reported injury did not arise out of or in the course of employment with the federal Government.

The percentage of temporary disability claims to total claims increased by 2.58 per cent and medical treatment claims decreased by 2.44 per cent from the previous year.

Pensions and permanent disability allowances are being paid to approximately 2,000 employees, former employees or their dependants for work related injuries.

See Table 2 for gross compensation and administration expenses.

Most employees injured in accidents involving a third party elected to claim compensation under the Government Employees Compensation Act. There was a total of 1,225 new claims of that sort — an increase of 279 over last year. Of those, 890 were disposed of by the branch either by settlement or because a case against the third party could not be substantiated, and 119 were referred to the Department of Justice for further action.

Cases pending at April 1, 1973 were 999, an increase of 335 over those on hand at April 1, 1972. The total revenue from third party claims was \$132,309.51. Of that total, \$54,965.85 was paid to 76 claimants. The balance was retained to cover costs of the claims.

The division collaborated with provincial workmen's compensation boards, and with the approval of Treasury Board, provided workmen's compensation coverage for youths participating in approved projects under the Opportunities for Youth Program. Approximately 45 injuries, costing to date about \$8,000, were reported. Costs are recoverable from the Opportunities for Youth Program.

Treasury Board authorized the division to make arrangements with workmen's compensation boards to adjudicate claims from persons employed on approved projects under the Local Initiatives Program when coverage for those persons was not available under any provincial workmen's compensation legislation. There were some 260 injuries reported, costing approximately \$53,000. The costs will be recovered from the Department of Manpower and Immigration.

See Table I for distribution of the year's claims by province and type of claim.

## **Merchant Seamen Compensation**

The Merchant Seamen Compensation Act provides coverage for seamen employed on ships registered in Canada or chartered by demise to a person resident in Canada or having his principal place of business in Canada while such ships are engaged on a foreign or hometrade voyage as the voyages are described in the Canada Shipping Act. The Act is administered by the Merchant Seamen Compensation Board.

It does not apply when the injured seaman is entitled to the benefits provided under provincial workmen's compensation legislation or by the Government Employees Compensation Act.

The Merchant Seamen Compensation Board is composed of three senior Public Service employees appointed by the Governor in Council. The chief of the Accident Compensation Division is secretary to the board.

During the year, the monetary benefits payable under the Act were increased by order of the Governor in Council to provide increased benefits to dependants of fatally injured seamen and to increase the maximum compensation payable for disability.

Of 60 claims received during the year, 27 could not be considered because the ship on which the seaman was employed was registered outside Canada; the seaman was entitled to coverage under provincial legislation, or the seaman was not disabled.

For a statistical summary of claims received in the last five years see Table 4.

Table 1

**GOVERNMENT EMPLOYEES COMPENSATION ACT: ACCIDENT CLAIMS REPORTED IN  
1972-73, BY PROVINCE AND TYPE OF CLAIM<sup>1</sup>**

	Minor Injuries		Disabling Injuries			Fatal	Disallowed <sup>3</sup>	TOTAL
	First Aid	Medical Aid	Compensation	Injury Leave <sup>2</sup>	Permanent Disability			
Newfoundland . . . . .		81	30	122		2	10	245
Prince Edward Island	1	48	9	57			3	118
Nova Scotia <sup>4</sup> . . . . .	26	1,518	2,091	1,090	32	5	169	4,931
New Brunswick . . . . .	11	457	57	282	1	1	18	827
Québec . . . . .	29	2,135	506	2,948	19	3	39	5,679
Ontario . . . . .	135	4,071	555	4,204	1	3	242	9,211
Manitoba . . . . .	54	482	192	530	1		12	1,271
Saskatchewan . . . . .	9	411	68	315	3		1	807
Alberta . . . . .	69	647	155	841	2	3	15	1,732
British Columbia . . . . .	81	1,397	167	1,146	1	3	33	2,828
Yukon and N.W.T. . . . .	29	271	127	61	2	3		493
Outside Canada . . . . .		3	3	1		1		8
<b>TOTAL . . . . .</b>	<b>444</b>	<b>11,521</b>	<b>3,960</b>	<b>11,597</b>	<b>62</b>	<b>24</b>	<b>542</b>	<b>28,150</b>

<sup>1</sup> Does not include 300 claims arising out of Opportunities for Youth Program and Local Initiatives Program.

<sup>2</sup> Cases in which salary is continued in lieu of compensation.

<sup>3</sup> Included in total claims reported.

<sup>4</sup> Includes 2,476 claims from the Cape Breton Development Corporation.



Table 2

**GOVERNMENT EMPLOYEES COMPENSATION ACT: COMPENSATION DISBURSEMENTS AND  
THE FEDERAL GOVERNMENT'S SHARE OF ADMINISTRATION EXPENSES, BY PROVINCE**

Province	Compensation Disbursements 1972-73	Share of Administration Costs Charged for Year 1972	TOTAL <sup>1</sup>
Newfoundland . . . . .	\$ 62,153	\$ 6,001	\$ 68,154
Prince Edward Island . . . . .	40,609	4,762	45,371
Nova Scotia (Fed. Gov't) . . . . .	312,316	31,269	343,585
Nova Scotia (C.B.D.) . . . . .	2,203,961	222,905	2,426,866
New Brunswick . . . . .	125,723	29,137	154,860
Québec . . . . .	1,482,804	266,515	1,749,319
Ontario . . . . .	1,692,964	227,109	1,920,073
Manitoba . . . . .	159,458	29,262	188,720
Saskatchewan . . . . .	274,236	35,184	309,420
Alberta . . . . .	692,501	78,901	771,402
British Columbia . . . . .	507,938	104,448	612,386
Payments respecting locally- engaged employees outside Canada . . . . .	553	—	553
<b>TOTAL . . . . .</b>	<b>\$7,555,216</b>	<b>\$1,035,493</b>	<b>\$8,590,709</b>

<sup>1</sup> Includes disbursements for claims arising out of Opportunities for Youth Program and Local Initiatives Program, which amounted to \$59,800.

Table 3  
INJURY STATISTICS<sup>1</sup>

A. Public Service Departments

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Agriculture . . . . .	274	15.14	640	6.90
Auditor General's Office . . . . .	0	0	1	0.35
Canadian Government Printing Bureau . . . . .	24	7.42	51	3.08
Canadian Grain Commission . . . . .	36	16.31	110	9.72
Canadian Int'l Development Agency . . . . .	4	2.50	6	0.73
Canadian Penitentiary Service . . . . .	350	29.49	710	11.67
Canadian Radio-Television Commission . . . . .	2	3.03	6	1.77
Canadian Transport Commission . . . . .	0	0	1	0.16
Chief Electoral Officer . . . . .	4	31.56	8	12.31
Commissioner of Languages . . . . .	0	0	0	0
Communications . . . . .	8	2.37	21	1.21
Consumer and Corporate Affairs . . . . .	24	5.89	48	2.30
Energy, Mines and Resources . . . . .	50	7.25	162	4.58
Environment . . . . .	198	8.84	574	5.00
External Affairs . . . . .	6	0.65	20	0.42
Finance . . . . .	3	2.63	8	1.37
Government House . . . . .	1	6.33	3	3.70
House of Commons . . . . .	26	7.17	44	2.37
Immigration Appeal Board . . . . .	0	0	0	0
Indian Affairs and Northern Development . . . . .	526	23.02	969	8.27
Industry, Trade and Commerce . . . . .	6	1.27	19	0.78
Information Canada . . . . .	8	10.28	21	5.26
Insurance . . . . .	2	6.45	4	2.52
International Joint Commission . . . . .	0	0	0	0
Justice . . . . .	2	1.28	4	0.50
Labour . . . . .	1	0.65	4	0.51
Law Reform Commission . . . . .	0	0	0	0
Library of Parliament . . . . .	1	4.38	4	3.42
Manpower and Immigration . . . . .	39	1.83	96	0.88
National Capital Commission . . . . .	65	36.87	102	11.28
National Defence . . . . .	2,742	38.80	5,216	14.39
National Energy Board . . . . .	0	0	0	0
National Health and Welfare . . . . .	145	8.91	310	3.71
National Library . . . . .	2	2.83	8	2.21
National Museums of Canada . . . . .	7	6.47	16	2.88
National Revenue:				
— Taxation . . . . .	64	2.72	182	1.51
— Customs and Excise . . . . .	83	4.95	177	2.06

# A. Public Service Departments (Continued)

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Post Office . . . . .	5,971	68.14	9,350	20.80
Privy Council Office . . . . .	2	2.56	6	1.50
Public Archives . . . . .	6	6.49	21	4.43
Public Service Commission . . . . .	10	2.43	16	0.76
Public Works . . . . .	318	21.09	587	7.59
Regional Economic Expansion . . . . .	66	16.78	120	5.95
Representation Commissioner . . . . .	0	0	1	6.67
Royal Canadian Mounted Police . . . . .	48	10.50	96	4.09
Secretary of State . . . . .	1	0.26	7	0.36
Senate . . . . .	1	2.33	1	0.45
Solicitor General . . . . .	2	7.54	4	2.94
Supply and Service . . . . .	69	4.64	162	2.13
Statistics Canada . . . . .	42	4.43	91	1.87
Supreme Court of Canada . . . . .	0	0	0	0
Tariff Board . . . . .	0	0	0	0
Tax Review Board . . . . .	0	0	0	0
Transport:				
— Administration . . . . .	5	3.03	15	1.78
— Marine Services . . . . .	315	25.26	711	11.12
— Air Services . . . . .	226	10.41	571	5.13
Treasury Board . . . . .	1	0.88	3	0.51
Unemployment Insurance Commission . . . . .	91	4.25	214	1.95
Urban Affairs and Housing . . . . .	2	6.62	3	1.94
Veterans Affairs . . . . .	477	23.18	682	6.46
<b>TOTAL . . . . .</b>	<b>12,356</b>	<b>24.68</b>	<b>22,206</b>	<b>8.65</b>



# B. Government Agencies Not Subject to Treasury Board Occupational Safety Policy

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Atlantic Pilotage Authority . . . . .	4	25.02	6	7.32
Atomic Energy Control Board . . . . .	0	0	0	0
Atomic Energy of Canada . . . . .	60	6.47	139	2.92
Bilingual Districts Advisory Board . . . . .	0	0	0	0
Canada Deposit Insurance Corporation . . . . .	0	0	0	0
Canadian Arsenal Limited . . . . .	8	10.41	26	6.60
Canadian Broadcasting Corporation . . . . .	129	6.58	295	2.93
Canadian Council of Resource Ministers . . . . .	0	0	1	5.56
Canadian Film Development Corporation . . . . .	0	0	0	0
Canadian Overseas Telecommunications Corporation . . . . .	10	6.29	28	3.44
Canadian Saltfish Corporation . . . . .	0	0	0	0
Cape Breton Development Corporation . . . . .	1,875	370.68	2,326	89.67
Central Mortgage and Housing Corporation . . . . .	32	6.07	88	3.26
Company of Young Canadians . . . . .	0	0	0	0
Crown Assets Disposal Corporation . . . . .	0	0	1	0.95
Defence Construction (1951) Limited . . . . .	2	4.95	3	1.45
Defence Research Board . . . . .	64	16.26	115	5.70
Economic Council of Canada . . . . .	0	0	1	0.81
Eldorado Nuclear Limited . . . . .	28	19.02	166	21.99
Eldorado Aviation Limited . . . . .	6	85.47	11	30.56
Farm Credit Corporation . . . . .	1	0.87	2	0.34
Fresh Water Fish Marketing Corporation . . . . .	120	176.33	192	55.01
Great Lakes Pilotage Authority . . . . .	0	0	0	0
Indian Claims Commission . . . . .	0	0	0	0
International Development Research Centre . . . . .	1	9.16	1	1.79
International Northwest Atlantic Fisheries Commission . . . . .	0	0	0	0
International Pacific Halibut Fisheries Commission . . . . .	0	0	0	0
International Pacific Salmon Fisheries Commission . . . . .	0	0	1	1.59
Laurentian Pilotage Authority . . . . .	0	0	0	0
Medical Research Council . . . . .	0	0	0	0
National Arts Centre Corporation . . . . .	8	15.14	16	5.90
National Film Board . . . . .	6	3.36	15	1.64
National Harbours Board . . . . .	183	46.14	332	16.32
National Research Council . . . . .	59	8.36	163	4.51
Northern Canada Power Commission . . . . .	14	19.62	32	8.74
Northern Transportation Company Ltd. . . . .	31	28.90	120	21.82

**B. Government Agencies Not Subject to Treasury Board Occupational Safety Policy (Continued)**

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Pacific Pilotage Authority . . . . .	1	10.06	6	11.76
Prices and Incomes Commission . . . . .	0	0	0	0
Public Service Staff Relations Board . . . . .	0	0	0	0
Royal Canadian Mint . . . . .	39	61.16	58	17.74
Royal Commission of Inquiry into Non-Medical Use of Drugs . . . . .	0	0	0	0
St. Lawrence Seaway Authority . . . . .	88	24.11	191	10.20
Seaway International Bridge Corporation Limited . . . . .	0	0	0	0
Science Council of Canada . . . . .	0	0	0	0
Standards Council of Canada . . . . .	0	0	0	0
<b>TOTAL . . . . .</b>	<b>2,769</b>	<b>39.07</b>	<b>4,335</b>	<b>11.93</b>

<sup>1</sup> Statistics are based on compensation claims received during the fiscal year 1972-73.

<sup>2</sup> "Disabling Injury Frequency Rate" is the number of disabling injuries per million man-hours worked.

<sup>3</sup> "All Injury Rates" are based on the total of medical aid and disabling injuries. Employment is calculated from man-hours worked on the basis of 1,950 man-hours per man-year.

**Table 4**

**MERCHANT SEAMEN COMPENSATION ACT: STATISTICAL SUMMARY**

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1968-69	35	2,400	23	22	3	1
1969-70	37	2,450	28	26	1	1
1970-71	34	2,250	41	35	0	6
1971-72	30	2,000	31	26	3	2
1972-73	26	1,850	33	31	5	2

## WOMEN'S BUREAU

The Women's Bureau continued to play an active role in the climate of change relating to the status of women in society and particularly working women in the labour force. Public demands on the bureau for resource personnel to participate in workshops and meetings, and to act as keynote speakers at conferences and other significant gatherings during the year, placed a particularly heavy load on the staff. Public demands for information also strained the statistical and informational section.

The bureau continued to collect and analyse data from a wide variety of sources in order to maintain up-to-date and relevant statistical and research data pertaining to women in the labour force, both in Canada and in other countries.

Three publications that generated considerable public interest were produced: **Women in the Labour Force: Facts and Figures; Women's Bureau '72; and International Instruments and Canadian Federal and Provincial Legislation Relating to the Status of Women in Employment.** The latter publication appeared this year for the first time, but will now join the other two as an annual publication.

Staff members participated on a number of inter-departmental committees, including the bureau's Interdepartmental Research Committee, which consists of research representatives from the Department of National Health and Welfare; Statistics Canada; Department of Manpower and Immigration; and other departmental representatives, on an **ad hoc** basis. A bureau representative participated in the work of the Interdepartmental Committee on Family Planning, which advises the Department of National Health and Welfare on policy matters in that field. The bureau also participated in the Interdepartmental Committee on Human Rights, and the Interdepartmental Committee on the Specialized Agencies of the United Nations, both of which are under the chairmanship of a representative of the Department of External Affairs.

In the international sphere, the bureau co-operated with the Canadian International Development Agency, and with the International Labour Affairs Branch of the Department in their programs relating to foreign administrative trainees and recipients of fellowships. The bureau also sent a representative to the annual conference of the United States Interstate Association of Commissions on the Status of Women, held in Minneapolis, Minnesota, and the Inter-American Commission on the Status of Women, held in Buenos Aires, Argentina.

Activities of the Women's Bureau received wide media coverage both in Canada and abroad. Bureau staff participated in numerous radio, television and press interviews; and in addition the bureau sponsored radio and television spots on subjects of concern to working women.



# RESEARCH AND DEVELOPMENT PROGRAM

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The objective of the Research and Development Program is: To plan and develop policies and programs by conducting research and applying social science knowledge and methods, aiming for the improvement of industrial relations and employment standards, as they contribute to the quality of life.

Senior officials of the Research and Development Program serve on a number of interdepartmental committees concerned with policy development and the application of research in the labour field. Included in the program is responsibility for the Transitional Assistance Benefit Regulations, which concern Canadian employees of the automotive and automotive parts industries whose employment is adversely affected by the Canada-United States Automotive Agreement; and the Adjustment Assistance Benefit Regulations, which concern employees in the textile and clothing industries whose employment is affected by the government's textile and clothing policy.

A new research and development program is being undertaken in the non-legislative area. The approach consists of a series of projects being developed in consultation with unions and management. The intent is to support the self-determining efforts of unions and management to improve their own collective bargaining relations.

The Research and Development Program consists of three branches: Economics and Research, Legislative Research, and Library Services.

## ECONOMICS AND RESEARCH

As a part of the research and development program, the Economics and Research Branch carries out research in the field of labour economics and industrial relations. The branch is divided into three main areas: Statistical Development, Policy Research, and Program Support Research.

### Statistical Development Area

This area is responsible for the Department's statistical activities including surveys and reports on wages, working conditions, work stoppages, labour organizations, and collective bargaining settlements and agreements.

### Collective Bargaining Division

The Collective Bargaining Division provides information and analyses on collective agreement terms and conditions. The division reports current settlements on a monthly basis; publishes on a quarterly basis, statistical data on wage developments and other settlement terms; and prepares and publishes detailed studies of provisions in major collective agreements.

Approximately 12,000 collective agreements were on file in the division, as well as copies of a variety of health, welfare and pension plans as of March 1973. The documents were the basis of the various studies conducted by the division.

Information on the terms of current collective bargaining settlements in all industries, except construction, is collected, and published monthly in the **Collective Bargaining Review**. The publication outlines the

highlights of settlements reached during the month under review (changes in working conditions, fringe benefits, wages, etc.). Information shows the number of workers affected by province, industry, company and union.

In co-operation with the Ontario Ministry of Labour a joint monthly report — **Collective Bargaining Settlement in Ontario** — is published. The Ontario Ministry of Labour surveys those settlements involving 200 to 499 employees in Ontario in non-construction industries. The division provides the same information for bargaining units of more than 500 employees.

**Wage Developments**, a quarterly research bulletin, combines two sets of wage rate data derived from major collective bargaining settlements covering 500 or more employees (excluding construction agreements). One set measures the trend of change in base rates for all such agreements in force — there are more than 700. The other measures annual increases in base rates of pay over the life of contracts during the period under review.

The division also publishes, annually, a **Calendar of Expiring Agreements** that lists agreements terminating during the ensuing year.

In co-operation with the Canadian Construction Association, analyses of agreements are produced providing information on trends of wages and working conditions in the industry.

## **Labour Organizations and Labour Disputes Division**

The division collects, compiles, analyses and publishes statistical and analytical information on the labour movement in Canada and on work stoppages resulting from labour-management disputes.

Data on labour unions are obtained annually through a co-operative arrangement with Statistics Canada. The main portion of the Survey of Labour Organizations was converted to a new collection and data processing system. That resulted from the combined efforts of the Department and Statistics Canada to reduce duplicate reporting on the part of unions.

The sixty-first edition of **Labour Organizations in Canada** was prepared for publication. The reference manual contains statistics on labour organizations by affiliation, type and size. It also carries statistical data, a directory with entries for individual unions composed of membership data, names and addresses of officials, distribution of branches by province, names of publications and other pertinent information.

As in past years, data and statistics on union membership were made available to the provinces and the usual liaison was carried out in respect to matters of mutual concern in that area.

Revision of records covering the years 1957-1970 was completed. Data were recorded on tape and provision was made for retrieval of a detailed basis. Plans are going ahead to publish revised statistics by province and industry with accompanying analyses.

Two articles prepared by the division were published in **The Labour Gazette**. The first, entitled *The Financial Aspects of International Unions*, was published in August 1972. The other, on the *History and Structure of the Labour Movement in Canada*, appeared in two parts in the March and April, 1973, issues.

A study of labour unions in Canada, their membership and organization, the development of labour relations legislation, collective bargaining practices, and a brief report on the part played by labour standards legislation was prepared by the division for general governmental use. Another study was undertaken concerning union mergers.

Basic data on strikes and lockouts are obtained on a continuing and current basis from Canada Manpower Centres and from provincial departments of labour. The statistics and analyses are published monthly and quarterly in the **Research Bulletin on Work Stoppages**, and **The Labour Gazette**, and annually in the report **Strikes and Lockouts in Canada**.

An increased number of requests for analyses and advice from various sources was received and answered within the division's two major areas of responsibility. In addition, the Section 'A' portion of the report filed by labour unions – under Section 13 of the Corporations and Labour Unions Return Act – was made available for inspection.

## **Survey Division**

This division collects and disseminates information on occupational rates of pay and on the working conditions of employees in Canadian industry. The division also carries out special surveys as needed and participates jointly with Statistics Canada in an annual survey of selected employer labour costs.

Wage rates, salaries, hours of labour and working conditions are surveyed by means of a questionnaire mailed to more than 38,000 employers having 20 or more employees. The wage rates, salaries and hours of labour part of the survey covers most industries, regions and major cities in Canada, and information on numbers of employees and rates of pay is obtained for more than 1,000 occupations. Preliminary results are released beginning in December to provide advance information on current wage rates. Final results are released first in loose leaf, as a public service, and later in the form of a 400-page paper-bound volume under the title **Wage Rates, Salaries and Hours of Labour**.

The working conditions section of the survey provides a measure of incidence of selected conditions of work and their characteristics, by province and industry. The results are published in the annual, **Working Conditions in Canadian Industry**.

The October 1 survey also collects data on the frequency distribution of wage rates from all establishments that come under federal jurisdiction. Selected labour costs surveys, conducted jointly with Statistics Canada, cover the manufacturing and forest industries.

A management consultant's study of the Department's wage and salary survey program was completed early in 1973. The recommendations contained in the report were being studied by the Department at the end of the fiscal year.

## **Policy Research Area**

This area, comprised of two divisions – Industrial Relations Research, and Wages Research – is responsible for research on industrial relations and wage and fringe benefit determination.

### **Industrial Relations Research Division**

The division researches broad areas of industrial relations relevant to the Department's programs and interests. Staff members specialize in selected areas, but also assist in analysis and evaluation of a wide range of short-term problems.

The important areas of continuing interest were industrial conflict, collective bargaining and employee adjustment to technological change. In addition, work was initiated in the area of job satisfaction and employee discontent. A project was begun to determine the extent of, and reasons for, the rejection of contract proposals by



union members, and work was continued on a directory of those employer associations that are active in collective bargaining.

The division prepared reports, for use within the Department, on the systems of labour courts in a number of countries and conducted studies on the experience of other countries' systems of wage and price controls.

The fourth issue of **Industrial Relations Research in Canada** was published. This inventory is based on the results of the annual survey of continuing research in industrial relations. Regular contact was maintained with researchers in universities, provincial labour departments and other organizations.

## **Wages Research Division**

A study of labour productivity, unit costs and prices in 22 manufacturing industries was readied for publication in 1973.

Research into the transmission of wage change continued. Data from the wage chronologies that were completed in previous years were transferred to computer tape. These chronologies trace negotiated wage changes in a large number of bargaining units over a 20-year period. Based on the information from the chronologies, transferred to computer tape, a study of the extent to which wage settlements in specific bargaining units may influence subsequent settlements in other bargaining units was carried out. Analysis of the results of that study is now under way.

Work on definition and measurement of low wages was finished and a study begun into the "causes of low wages." The first part of the study was an examination of economic characteristics of industries paying below average wages.

Research continued on the patterns and trends of paid time away from work. That included an examination of the reduced work-week, the compressed work-week and the flexible working day. The division was represented at a conference of the Organization for Economic Co-operation and Development on new patterns of working time. It also provided research resources for the inquiry commission arising out of applications for exemptions from Part III of the Canada Labour Code (Labour Standards) to introduce the compressed work-week.

A study was initiated on changes in the administration of employee compensation systems.

## **Program Support Research Area**

The Program Support Research Area carries out advisory and research work for the Department's industrial relations and employment standards programs. At the end of the fiscal year, the area comprised three divisions: Federal Industries, Operational Research, and Pensions and Insurance Research.

### **Federal Industries Division**

The principal activities of this division are designed to provide support to the Department's industrial relations program. Research was provided for the Conciliation and Arbitration Branch in connection with a number of labour disputes in the transportation industries.

During the latter part of the year, a research program was initiated to assist the Labour-Management Consultation Branch. The purpose was to develop extensive information on a number of subjects, such as the flexible work-week, to be used by the branch and its clients.

## **Operational Research Division**

Principal activities of this division are to provide support to the Department's employment standards program.

The division assisted the Labour Standards Branch in developing policy papers that resulted in up-dating the federal minimum wage on November 1, 1972. A study entitled **Employment, Wages and Working Conditions in Industries Under Federal Jurisdiction, 1965-70** was also prepared. It was published in 1972.

On behalf of the Canadian Association of Administrators of Labour Legislation, the division undertook a survey of enforcement policies and practices under provincial safety statutes. The results will be analysed and compiled in 1973-74.

Articles and related statistics on fatal and non-fatal employment injuries in Canada were prepared for publication in **The Labour Gazette, Canada Year Book, and ILO Year Book of Labour Statistics.**

Research and advisory services were provided for the Adjustment Assistance Benefits Program for Displaced Workers in the Textile and Clothing Industry and for the Transitional Assistance Benefits Program for Automobile Workers.

## **Pensions and Insurance Research Division**

On February 1, 1973, the Pension and Insurance Research and Advisory Service was incorporated into the Economics and Research Branch as the Pensions and Insurance Research Division.

It carried out research studies to determine the characteristics of pension plans in establishments under federal jurisdiction in the transportation and communications industries. Support services to other branches in matters relating to pensions and insurance plans and advisory services to other departments, labour unions and private individuals were also provided.

## **Economic Analysis Division**

The main function of the division is analysing and advising on general economic conditions and economic policy developments in Canada and abroad. Particular emphasis was placed on areas of economic activity that have a special impact on the programs of the Department. Periodic and other reports were prepared for departmental use, and economic documents and submissions were analysed and summarized for the development of departmental positions and policies.

## **Department of Labour-University Research Program**

The Economics and Research Branch continued to administer the Department of Labour-University Research Program, which supports research in the economic and social aspects of industrial relations. Sixteen grants totalling \$40,000 were awarded to graduate students and university faculty members who met citizenship and residency requirements.

## LEGISLATIVE RESEARCH

The Legislative Research Branch provides a research, advisory and information service in the field of labour legislation. It analyses and interprets labour legislation and related matters in Canada and other countries and disseminates information through regular publications and special studies.

The annual publication, **Labour Standards in Canada**, outlining the legal minimum standards throughout Canada with respect to child labour, minimum wages, equal pay, hours of work, paid vacations and holidays, termination of employment and maternity protection, was updated to the end of 1972. Also updated were reference papers on minimum wages and industrial noise.

Two issues of the **Current Report on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures** outlined the provisions of bills of general labour interest introduced in Canada. The report has been discontinued and will be replaced by a biannual review of bills and regulations.

A year-end review on acts and regulations enacted during 1972 was prepared for **The Labour Gazette**. The series of six articles — on industrial safety and health, workmen's compensation, apprenticeship and trademen's qualifications, fair employment practices, employment standards and industrial relations — will be reprinted as a separate publication.

### Changes in Labour Legislation in 1972

Significant court decisions having a direct bearing on labour affairs were also reported in **The Labour Gazette**. In addition, specially prepared articles and branch material were used in outside publications.

Research into labour law was continued, with a view to future publication, in the areas of wage protection, collective bargaining for special groups, accreditation in the construction industry, fair employment practices and aspects of safety and health.

The branch again prepared the discussion paper for the annual conference of Canadian Association of Administrators of Labour Legislation. Information of legislative developments was provided to several other labour conferences, international agencies (particularly I.L.O. and I.S.S.A.), other departments, the provinces, industry, trade unions, students and the general public.

## LIBRARY SERVICES

This branch provides published information required by the Department. Services include answering reference questions, carrying out literature searches, lending books, periodicals and reports, preparing bibliographies and circulating periodicals.

A weekly list of current periodical articles and books recently received is issued primarily to serve departmental needs, but is also available to outside institutions in the subject field. As well, tables of contents of major journals received in the library are distributed in a weekly compilation to departmental users.

Approximately 20 per cent of library users during the year were from outside the Department, in most cases from universities, colleges, and other Government departments. In addition, 15 per cent of the loans made went outside. Those figures confirm the fact that the library is continuing to carry out its earliest mandate to act as a general reference library to the country in matters concerning the working person.



The library continued to co-operate with other industrial relations librarians. For the second time, it prepared the annual list of Industrial Relations Theses and Dissertations presented at universities in the United States and Canada.

Another contribution to the industrial relations field was the preparation of a revised list of subject headings used in the Canada Department of Labour Library. Copies of the list have been made available to industrial relations libraries in Canada.

Microfilming of some Canadian labour papers that have ceased publication was completed. Other Canadian titles were brought up to date. A revised list of Canadian labour papers on microfilm was made.

Investigative work continued into the possibility of automating the library information retrieval system and the production of catalogue cards, the weekly bulletin, and bibliographies to ensure optimum use of available resources.

# SERVICES BRANCHES

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## INTERNATIONAL LABOUR AFFAIRS

The International Labour Affairs Branch is responsible for co-ordinating Canadian participation in the work of the International Labour Organization; for promoting a better understanding of the industrial relations programs of other countries; and for strengthening federal-provincial relations in the labour field.

The branch organized the third meeting of federal and provincial deputy ministers of labour on ILO questions, held in Ottawa, April 27-28, 1972. It was chaired by the Deputy Minister of the Canada Department of Labour. The main items on the agenda of the 57th session of the International Labour Conference, held in Geneva in 1972, were discussed, and a number of ILO Conventions that had been reviewed at the previous meeting of deputy ministers, in April 1971, were examined again. Other conventions studied by the branch during the year were also reviewed to determine the degree of Canada's compliance with them and prospects of their being ratified. They dealt with medical examination of young persons, night work of young persons, safety at work and maternity protection.

Canada's contribution to the ILO was recognized by the election of the branch director to the chairmanship of the Governing Body of the ILO from June 1972 to June 1973. That marked the fourth time in the 53-year history of the ILO that a Canadian has held that honour.

The annual meeting of the Canadian Association of Administrators of Labour Legislation, which provides a vehicle for exchanges of interests and experiences in the field of industrial relations between the federal and provincial jurisdictions, was held in Halifax, Nova Scotia, July 25 to 28. John Melville, assistant deputy minister of labour for British Columbia, was elected president. The branch acts as secretariat for the association.

### Programs Division

This Division has continuing responsibility for Canada's tripartite participation in the activities of the ILO as well as the OECD.

It co-ordinated Canada's participation in the 57th session of the International Labour Conference, and arranged for delegations to the 9th session of the Inland Transport Committee in Geneva and the 3rd session of the Inter-American Advisory Committee, in San Jose, Costa Rica.

The division co-ordinated Canada's representation at the 188th and 189th sessions of the Governing Body of the ILO in Geneva.

A one-week course, designed to familiarize provincial labour department officials with programs, policies and procedures of the ILO, was held in Ottawa and attended by 17 trainees.

Activities of the Manpower and Social Affairs Committee of the OECD continued to be of considerable interest to the Department. Departmental officials participated in the Working Party on Industrial Relations and in the Working Party on Social Indicators and attended the conference on New Patterns for Working Time.

The division contributes to the formulation of the Canadian position on technical assistance matters at ILO meetings in consultation with other interested departments. It also advised on Canadian technical assistance programs in the labour field. Assistance was given in the organizing, administration and conduct of training programs for some 20 overseas trainees arriving in Canada under the auspices of ILO-sponsored training programs or under bilateral training programs.

It also discharged departmental responsibilities in the field of civil emergency planning.

## **Studies Division**

The division continued to develop its long-range analysis of various ILO Conventions considered most relevant to Canada, comparing the requirements of such Conventions with relevant federal and provincial legislation, in order to clarify the degree of implementation within Canada of those international standards. An indication is provided of what further action would be required to achieve full compliance with an eventual ratification of ILO Conventions by Canada.

Briefing papers were prepared for the third meeting of deputy ministers of labour on ILO questions; in co-operation with other departments and the provinces, prepared replies to ILO questionnaires on Paid Educational Leave and Control and Prevention of Occupational Cancer; and reported to the ILO the implementation of Conventions ratified by Canada as required under the ILO Constitution.

## **International Services Division**

This newly-established division is responsible for establishing a flow of information from the labour counsellors and other sources abroad with a view to strengthening the Department's programs in the field of labour policy. Information obtained by the division may also be made available to any federal or provincial government department or agency plus employers' and workers' organizations.

New labour counsellors were appointed to the London and Washington offices following the retirement of the counsellors who previously held the positions. The labour counsellor position at Brussels, which had been vacant for some time, was also filled. A Co-ordinator position was established in Ottawa.

A new publication, the **International Labour Digest**, designed to provide current information on international labour and social developments, was introduced.

## **FINANCIAL AND MANAGEMENT SERVICES**

Service and advice is provided to the Department by this branch to help managers more effectively carry out their responsibilities. The services performed are those where the centralization of expertise and/or systems allows for improved operations. The advisory role is designed to meet the specific needs of various levels of management.

Planning for the Department's move to Hull continued. The firm of Forrest/Bodrug & Associates Ltd. was engaged as consultants for the interior design of our new offices in Place du Portage, Phase II. The consultant presented his initial report setting forth recommendations regarding a design concept, work stations, administrative sub-stations, service facilities and group equipment. It is now being studied by a policy committee of line managers appointed by the deputy minister.



## Financial Services Division

Changes in the planning and reporting systems in the Financial Services Division were implemented so that operational outputs as well as costs and responsibility centres could become an integral part of both systems. Revised financial and manpower reports now being generated provide managers with a more detailed account of expenditures. The Labour Standards Suspense Account operation was overhauled at the end of 1971, and on April 1, 1972 the division adopted new procedures to locate individuals who had previously been employed by companies subject to federal jurisdiction. The procedures have proved highly successful. A total of 8,167 individual payments totalling \$349,828 were made, compared with 1,718 individual payments totalling \$146,890 for last year.

Two major branch file systems were reviewed and updated. A number of collective agreement files, compensation files, volumes of the Canadian Congress Journal dating from 1922, and Canadian labour papers were microfilmed. Folding, inserting, addressing and telex operations were integrated with the mail and messenger activities.

Planning material support, from a warehousing operations point of view, for departmental operation when we move to Place du Portage is under way.

## Data Processing Division

New systems developed by the Data Processing Division in the past year include the Financial Management Information, Labour Suspense Accounts, Accident Experience Reporting, Collective Bargaining Wage Statistics and Cost Reporting Systems.

The Financial Management Information System has been designed to provide the Department with a cost accounting and analysis facility, along with allotment control. It was designed to assist departmental managers in evaluating their projects against forecast data versus actual operations in terms of output, man-years and dollars. The system is scheduled for first phase production in 1973.

The Labour Suspense Accounts System was developed to assist the branch retrace former industry employees whose addresses were unknown and to whom the Department owed money. It was developed in conjunction with National Revenue personnel who had been experiencing difficulty in finalizing files on those individuals.

The Accident Experience Reporting System is an expansion of the general Accident Prevention System. Its purpose is to prepare annual and selective reports to reflect the costs of all accidents by type and occurrence. The reports are also designed to provide costs that can be used in estimating workmen's compensation costs, accident trends, and to enable safety officers to logically schedule their tours of inspection.

Over the past three years many aspects of collective bargaining and agreements have been studied and generally expanded. During the past year the system was modified so that a file of current and expired collective agreement wage information can be maintained to enable the Department to produce various statistical reports and tables. The statistics could be used by wage negotiators to study current and previous wage trends, as a source of information in studying the current economy, and by students doing research in economics and industrial relations.

A Cost Reporting System was developed within the Data Processing Division for its own use. The system, which will permit exact and total data processing costs to be charged back to specific projects, is to become effective early in the fiscal year 1973.

Aside from major systems a large change in source conversion of data was undertaken during the past year.

## **Management Improvement Division**

The Management Improvement Division provides advice to all levels of management in the Department on all managerial and supervisory problems relating to organization, methods, systems and procedures and equipment requirements. It is also responsible for the management and design of Departmental forms.

During the year, organization analyses were provided for the Economics and Research Branch, the International Labour Affairs Branch, and Public Relations Branch.

In the Equipment Analysis area of the Management Improvement Division, a survey of the Department's photocopying facilities and requirements was undertaken, and policy established on the control and utilization of equipment. The responsibility for reviewing and evaluating all requisitions for office equipment prior to purchase was continued.

Forms Management continued its program of reviewing the usage and usefulness of all forms by eliminating and combining forms. Where applicable, standard government forms were introduced.

The Management Improvement Division is involved in preliminary fact-finding stages to develop a Department-wide information system. It will relate basically to the implementation of a planning, programming and budgeting system.

The Program Analysis Unit completed the task of identifying and clarifying the objectives of each activity and sub-activity within the Department. Resources were then directed toward the analyses of current reporting systems and the need for a standard performance measurement system to satisfy the needs of planning, programming and budgeting at the operational output level.

At the close of the year the unit was assisting in the design and implementation of a departmental information system.

## **PERSONNEL ADMINISTRATION**

Branch activities were designed to keep pace with changing situations and programs originating within the Department or from central agencies. Emphasis was placed on providing the best possible service and advice to managers in areas of reorganization, and developing effective communication with other branches. The branch assisted them in adapting to the changes, particularly in manpower planning and staffing, and classification. A staff development program was in the planning stage, and should be fully operational in 1973-74.

### **Manpower Planning and Staffing**

Previous year's planning, aimed at improving staffing processes, resulted in fewer unfilled vacancies in the Department.

A new performance review form based on Public Service Commission requirements, was introduced into the Department. Several hundred employees, at all levels, attended briefing sessions at headquarters and regional offices.

A development plan to train employees in the Administrative Support group for careers in the Administrative and Foreign Service occupational group is in the planning stage for implementation in 1973.

A manpower planning visual information system, developed and tested during the year, proved to be an effective information source for a variety of personnel uses.

The branch was represented on the Interdepartmental Committee on Equal Opportunities for Women in the Public Service, and participated in the EOW Work Group on Staffing, Training and Career Development. Departmental recommendations were made on the promotion of senior administrative support staff to officer level positions, and the recruitment of women with specialized skills from the private sector. The branch established a plan designed to help identify developmental opportunities for female employees from within the clerical and stenographic groups.

## **Staff Relations and Compensation**

With the introduction of new programs by Treasury Board, training in various areas for line managers continued as did the need to redefine many positions in the Department following the institution of new occupational group standards.

### **Staff Relations Section**

Consultation meetings were held with employee representatives on a regular basis, and results of all meetings were given to management representatives and Departmental employees.

There were fewer grievances made in the Department, and the incidence of conflict was reduced to a minimum. A training program in staff relations for departmental managers was in the planning stages toward the end of the year and should be fully implemented in 1973-74.

### **Staff Classification and Pay**

Because new occupational group classification standards were established and existing standards revised, many departmental positions had to be re-described.

Other operating services provided were: major branch reorganization assistance, briefings on classification services to field management, and line management training in job analysis and evaluation. Additional demands were accepted in the form of added delegated Treasury Board classification authority. Performance pay plans for more occupational groups were instituted as well.

### **Personnel Service Section**

In co-operation with central pay office, the section is in the preliminary stages of adopting a new Public Service employees pay system. Although the proposed system was scheduled for full implementation in 1973-74, it was deferred for approximately six months.

### **Bilingualism**

There was an increase in the use of French as a language of work within the Department. That was due to the more active use of the French language by the Department's francophone employees, and to the increase in the number of bilingual anglophones who use their French at work. The establishment of French as a working language remains a major objective of the Bilingualism Division.

More than 100 employees were enrolled in language training courses. Of the 20 who graduated and obtained bilingual status, many were in management positions. Treasury Board's allotment of supplementary man-years to



the Department, to replace personnel on language training, enabled branches to release students for language training with less disruption of work programs.

Four monitors were available to provide small group instruction in French, and to organize a variety of French language activities including films, guest speakers and discussion periods.

The Department's ongoing voluntary testing program, to determine an employee's level of proficiency in his second language and to ascertain official bilingual status, was effective in measuring the Department's overall bilingual capacity.

## **PUBLIC RELATIONS**

During the year the branch implemented major informational, educational and promotional programs to advance public understanding and acceptance of the Department's activities.

As a result of the findings of a Management Improvement Division study, a number of procedural and functional changes were introduced, and the position of an assistant director was created.

### **Information Division**

Divisional services included the provision of background papers and highlight notes in connection with the introduction of a bill to amend the Canada Labour Code (Part I, Fair Employment Practices). In addition, a number of branch services were utilized with respect to the symposium on Social Indicators of the Quality of Working Life, held in Ottawa. Media advertising was undertaken in support of legislation and programs administered by the Department. Complementing the advertising was a comprehensive program of exhibits at 21 major labour and management conferences in 14 cities.

Three synchronized sound-slide programs were produced in both official languages for use with the exhibits and displays program: "Man and His Work," a six-minute production designed for the youth audience; "Faces," a four-minute look at people in work situations; and "Industrial Relations," outlining departmental programs and services. Twelve copies of Open Office Planning, a six-minute information program on the new-style office concept, were produced to meet requests from several other federal Government departments, the Ontario Treasury Board, Canadian National Railways and several industrial groups. Four new sound-slide programs were planned for production early in the new fiscal year. The Accident Prevention and Compensation Branch films The Unplanned and L'Imprévu were distributed through the National Film Board.

Film holdings in the National Industrial Relations Film Library were increased. A total of six English and four French titles was added, with local offices of the National Film Board continuing to handle the majority of bookings. Additional copies of existing films, and replacements for damaged and worn-out films were also purchased.

A fourth set of eight articles in the educational series Man and His Work was published in the youth publication Today's Generation (previously Canadian High News), and reprints of previous series, in both official languages, were widely distributed on a request basis to high school guidance counsellors and teachers. Plans were made to publish a fifth and final series in the forthcoming year.

Among other publications produced by the Information Division was the monthly tabloid Teamwork in Industry/Travail d'Equipe dans l'Industrie, for the Labour-Management Consultation Branch. Plans were made to produce a series of employee bulletins concerning details of the forthcoming move of Departmental headquarters to Hull, Québec.

A substantial volume of inquiries from the public was handled and itineraries were planned for a number of student-group visits to the National Capital.

Numerous requests for information on Departmental activities and legislation were also received from media representatives. Liaison was maintained with representatives of national media, and with specialist writers on industrial relations. With regard to the latter group, plans were advanced for distribution of a weekly Labour Journalists' Report to contain industrial relations articles and columns gleaned from 22 newspapers across the country.

A total of 78 news releases and seven addresses by the Minister were distributed.

An author — Dr. Fraser Isbester — was commissioned to write a comprehensive history of the Department, in preparation for its 75th anniversary in 1975.

## **Publications Division**

During the year 89 English and 84 French publications were processed by the division, a slight increase over the number processed in 1971-72.

The Reproduction Unit of the Printing and Graphic Reproduction Section was removed from the division's jurisdiction. The Distribution Unit was absorbed by the Financial and Management Services Branch, and the Reproduction Unit was taken over by the Department of Supply and Services.

Back issues of **The Labour Gazette**, from its founding in 1900 to the end of 1971, were converted to microfiche. Researchers are now able to purchase a fiche containing a complete number, or photographic prints, of individual pages instead of ordering an issue of the magazine containing the desired article. **La Gazette du Travail** — will be converted to microfiche during the coming fiscal year. Future editions of both Gazettes will be transferred to microfiche each year.







de la nouvelle année financière. Par l'entremise de l'Office national du film on a distribué les films **The Unplanned** et **L'Imprévu** de la Direction de la prévention des accidents et de l'Indemnisation.

La Cinémathèque nationale des relations du travail s'est enrichie de six films en anglais et de quatre films en français et les bureaux locaux de l'Office national du film ont continué de s'occuper de la majorité des demandes de réservation. La division a aussi acheté d'autres exemplaires de films existants et de films endommagés ou inutilisables.

Une quatrième série de huit articles éducatifs intitulés «Travail des hommes» a paru dans la publication **Today's Generation** (auparavant **Canadian High News**), destinée à la jeunesse, et des tirés à part des séries précédentes ont été distribués, dans les deux langues officielles, aux orienteurs professionnels et aux professeurs des écoles secondaires du pays, sur demande. On prévoit qu'une cinquième et dernière série paraîtra l'année prochaine.

Parmi les autres publications de la Division de l'information, il faut mentionner la revue mensuelle **Travail d'équipe dans l'industrie/Teamwork in Industry**, publiée pour le compte de la Direction de la consultation ouvrière-patronale. On projette la publication d'une série de bulletins destinés aux employés, concernant les détails du prochain déménagement des bureaux du Ministère à Hull (Québec).

On a répondu à un grand nombre de demandes de renseignements de la part du public et on a tracé des itinéraires pour certains groupes d'étudiants désireux de visiter la capitale nationale.

La direction a reçu, de la part des représentants des organes d'information, de nombreuses demandes de renseignements portant sur les lois et les activités du Ministère. Elle a entretenu des rapports avec les représentants des media d'information d'envergure nationale, ainsi qu'avec les journalistes spécialisés en relations industrielles. En ce qui concerne ces derniers, on a prévu à l'intention des journalistes du travail un rapport hebdomadaire qui contiendrait des articles sur les relations industrielles et des nouveaux tirés de 22 journaux canadiens.

On a distribué 78 communiqués à la presse et 7 allocutions prononcées par le ministre.

M. Fraser Isbester, écrivain, a été chargé d'écrire l'histoire complète du Ministère, en prévision du 75<sup>e</sup> anniversaire de ce dernier en 1975.

## Division des publications

Au cours de l'année, la Division s'est occupée de 89 publications en langue anglaise et de 84 en langue française, ce qui représente une légère augmentation par rapport à l'année 1971-1972.

La sous-section de la reproduction de la Section des services des impressions et graphiques ne relève plus de la division. La sous-section de la distribution fait maintenant partie de la Direction des services financiers et administratifs et la sous-section de la reproduction est passée au ministère des Approvisionnementnements et Services.

Les anciens numéros de **The Labour Gazette**, depuis la fondation de la revue en 1900 jusqu'à la fin de 1971, ont été reproduits sur microfiches. Les chercheurs pourront maintenant faire l'achat d'une fiche contenant un numéro complet, ou encore des photographies de pages individuelles, au lieu de commander le numéro complet de la revue où se trouve l'article désiré. La **Gazette du Travail** sera reproduite sur microfiches au cours de la prochaine année financière. Chaque année, on mettra sur microfiches les publications des deux **Gazettes**.

## Section des services au personnel

En collaboration avec le Bureau central de la paye, la section est en train d'adopter un nouveau système de rémunération des fonctionnaires. Le système projeté devait entrer en vigueur en 1973-1974, mais on a dû en retarder l'application d'environ six mois.

## Bilinguisme

On utilise davantage le français comme langue de travail au sein du Ministère grâce à l'emploi plus fréquent de leur langue chez les employés francophones du Ministère et à l'augmentation du nombre des anglophones bilingues qui utilisent au travail leurs connaissances du français. L'adoption du français comme langue de travail demeure un objectif important de la Division du bilinguisme.

Plus de 100 employés se sont inscrits à des cours de langues. Parmi les vingt diplômés qui ont obtenu leur statut d'employé bilingue, on comptait de nombreux cadres. L'attribution au Ministère, par le Conseil du Trésor, d'années-hommes supplémentaires pour remplacer le personnel qu'on envoie suivre des cours de formation linguistique a permis aux directions de libérer des employés pour leur permettre de suivre des cours de langue sans que cela nuise trop à l'application des programmes de travail.

Quatre moniteurs ont été désignés pour donner des cours de français à de petits groupes et pour organiser diverses activités en français telles que films, allocutions d'orateurs invités et périodes de discussion.

Le programme courant d'épreuves volontaires du Ministère, établi en vue de déterminer le niveau de connaissance de la langue seconde chez l'employé et de reconnaître officiellement le statut d'employé bilingue, a permis de mesurer l'ensemble des ressources du Ministère en matière de bilinguisme.

## RELATIONS PUBLIQUES

Au cours de l'année, la direction a mis en oeuvre d'importants programmes d'information, d'enseignement et de publicité afin de faire mieux comprendre à la population le rôle et les activités du Ministère. Les conclusions tirées d'une étude menée par la Division de la réforme administrative ont entraîné un certain nombre de changements dans les méthodes et les fonctions, et la création d'un poste de directeur-adjoint.

## Division de l'information

La Division a publié l'historique et les points saillants d'un bill tendant à modifier le Code canadien du travail (Partie I, Justes méthodes d'emploi). De plus, certains services de la direction ont été utilisés à l'occasion du symposium sur les indicateurs sociaux de la qualité de la vie au travail, tenu à Ottawa. La division a fait appel aux organes d'information pour assurer la publicité voulue en faveur des lois et des programmes appliqués par le Ministère. Un vaste programme d'expositions présenté à l'occasion de 21 conférences ouvrières et patronales importantes qui se sont déroulées dans 14 villes a servi de complément à la publicité.

Trois programmes de projection de diapositives avec textes synchronisés ont été réalisés dans les deux langues officielles et seront utilisés en même temps que le programme d'expositions: «Travail des hommes», une production de six minutes destinée à la jeunesse; «Visages», un coup d'oeil de quatre minutes sur des personnes en milieu de travail; et «Relations industrielles», un court métrage exposant les programmes et les services offerts par le Ministère. Douze exemplaires de Planification des bureaux décloisonnés, programme d'information de six minutes sur le nouveau concept des bureaux, ont été produits pour satisfaire aux demandes de plusieurs autres ministères fédéraux, du Conseil du Trésor de l'Ontario, des Chemins de fer nationaux et de plusieurs groupes d'industries. Quatre nouveaux programmes de projection de diapositives avec textes synchronisés doivent être produits au début



Le Ministère a adopté une nouvelle formule d'étude du rendement fondée sur les exigences de la Commission de la Fonction publique. Plusieurs centaines d'employés de tous les niveaux ont assisté aux séances d'information qui ont eu lieu aux bureaux de l'administration centrale et dans les bureaux régionaux.

Un programme de perfectionnement, visant à former les employés de la catégorie du soutien administratif en vue de carrières dans la catégorie professionnelle de l'administration et du service extérieur, est au stade de la planification et doit être appliqué en 1973.

Un système de renseignements visuels sur la planification de la main-d'œuvre, élaboré et mis à l'essai au cours de l'année, s'est avéré une excellente source de renseignements à divers fins en rapport avec le personnel.

La Direction était représentée au sein du Comité interministériel de la promotion de la femme dans la Fonction publique et a fait partie du groupe de travail dudit comité chargé d'étudier la dotation en personnel, la formation et les carrières. Le Ministère a formulé des recommandations concernant l'avancement du personnel des niveaux supérieurs de la catégorie du soutien administratif à des postes d'agents et le recrutement, dans le secteur privé, de femmes qualifiées dans un domaine spécialisé. La Direction a mis sur pied un programme visant à déterminer les occasions de perfectionnement pour les femmes remplissant des fonctions de commis aux écritures et de sténographes.

## Relations avec le personnel et rémunération

Avec l'adoption de nouveaux programmes par le Conseil du Trésor, on a poursuivi le travail de formation des cadres d'exécution dans divers domaines et la nécessité de redéfinir de nombreux postes au sein du Ministère, à la suite de l'adoption de nouvelles normes pour les catégories professionnelles, a continué de se faire sentir.

## Section des relations avec le personnel

On a tenu des réunions de consultation avec les représentants des employés, à intervalles réguliers, et les résultats de toutes les réunions ont été communiqués aux représentants de la direction et aux employés du Ministère.

Les griefs formulés au sein du Ministère ont été moins nombreux et les cas de conflit réduits au minimum. Vers la fin de l'année, un programme de formation en relations avec le personnel, à l'intention des administrateurs du Ministère, était au stade de la planification et devrait être appliqué intégralement au cours de l'année 1973-1974.

## Classification du personnel et rémunération

De nombreux postes au sein du Ministère ont dû être redéfinis à cause de l'adoption de nouvelles normes de classification et de la révision des normes existantes.

Parmi les autres services offerts, il y a lieu de mentionner l'aide accordée aux fins d'un remaniement important de la direction, les séances d'information sur les services de classification organisées à l'intention des administrateurs des bureaux extérieurs et la formation des cadres d'exécution en analyse et en évaluation des emplois. La Direction a aussi accepté de nouvelles charges du fait de la délégation accrue d'autorité du Conseil du Trésor en matière de classification. On a aussi institué des régimes de rémunération au rendement pour un plus grand nombre de groupes professionnels.

La Division du traitement des données a mis au point un système de rapports des coûts pour ses propres fins. Le système permet d'imputer à des travaux précis le coût exact et intégral du traitement des données; il entrera en vigueur au début de l'année financière 1973.

Outre les systèmes principaux, les méthodes de conversion des données à la source ont aussi subi des modifications importantes au cours de l'année dernière.

## Division des réformes administratives

La Division des réformes administratives dispense des conseils à tous les cadres du Ministère en ce qui concerne tous les problèmes de gestion et de surveillance en rapport avec l'organisation, les systèmes, les méthodes, les techniques et les besoins en matériel. Elle est aussi chargée de la conception et de la gestion des formules du Ministère.

Au cours de l'année, la division a effectué des analyses sur l'organisation pour le compte des directions de l'économique et des recherches, des affaires internationales du travail et des relations avec le public.

Dans le domaine de l'analyse du matériel, la Division des réformes administratives a mené une enquête sur les services et les besoins du Ministère en matière de photocopie et a tracé une ligne de conduite relativement au maintien et à l'utilisation de l'équipement. Elle a continué d'examiner toutes les commandes de fournitures de bureau avant l'achat.

Le service de la gestion des formules a poursuivi son programme de révision de l'emploi et de l'utilité de toutes les formules, en éliminant quelques-unes et en combinant d'autres. Des formules gouvernementales uniformisées ont été adoptées dans la mesure du possible.

La Division des réformes administratives participe à l'étape préliminaire de la recherche des données aux fins de la mise sur pied d'un système d'information pour le Ministère, essentiellement rattaché au système de planification, de programmation et de budgétisation.

Le groupe d'analyse des programmes a terminé son travail d'identification et de précision des objectifs de chaque activité et sous-activité du Ministère. Il s'est ensuite tourné vers l'analyse des systèmes actuels de rapports et vers le besoin d'un système uniforme d'évaluation du rendement pour répondre aux besoins en matière de planification, de programmation et de budgétisation au niveau du rendement.

A la fin de l'année, le groupe participait à la conception et à la mise sur pied d'un système ministériel d'information.

## ADMINISTRATION DU PERSONNEL

Les activités de la Direction ont adopté le rythme des situations et des programmes changeant dans le Ministère ou dans les organismes centraux. La Direction s'est efforcée tout particulièrement d'offrir aux administrateurs les meilleurs services et conseils possibles en matière de réorganisation et d'établir des communications efficaces avec les autres directions. La Division de la planification de la main-d'œuvre et de la dotation en personnel et la Division de la classification ont, notamment, profité de l'aide de la Direction pour s'adapter aux changements. Un programme de perfectionnement du personnel était au stade de la planification; il devrait être appliqué dans tous ses détails en 1973-1974.

## Planification de la main-d'œuvre et dotation en personnel

La planification de l'année dernière, qui visait à améliorer les méthodes de dotation en personnel, a permis de réduire le nombre de postes vacants au Ministère.

## Division des services financiers

Les systèmes de planification et d'établissement des rapports dans la Division des services financiers ont été modifiés de façon à y faire entrer le rendement, en même temps que les coûts et les centres de responsabilité. Les rapports révisés actuels sur la situation financière et la main-d'œuvre fournissent aux cadres un compte rendu détaillé des dépenses. On a révisé les opérations en rapport avec le Compte d'ordre des normes du travail vers la fin de 1971 et, le 1er avril 1972, la division adoptait de nouvelles méthodes pour repérer les personnes précédemment à l'emploi d'entreprises du ressort fédéral. Ces méthodes ont connu un grand succès, puisque la division a effectué 8,167 paiements individuels représentant une somme totale de \$349,828 comparativement à 1,718 paiements pour un total de \$146,890 l'année dernière.

La division a procédé à la révision et à la mise à jour de deux systèmes importants de classement des dossiers de la direction et au microfilmage de certains dossiers des conventions collectives et de l'indemnisation, de volumes du Canadian Congress Journal remontant à 1922 et de journaux syndicaux du Canada. Le service du courrier et des messagers s'occupe maintenant de plier, d'insérer dans des enveloppes et d'adresser la matière à expédier en plus de transmettre et de recevoir des communications par télex.

Elle procède aussi à la planification des ressources en matériel du point de vue de l'entreposage, en prévision du déménagement du Ministère à Place du Portage.

## Division du traitement des données

Les nouveaux systèmes mis au point par la Division du traitement des données au cours de l'année écoulée ont trait à l'information sur l'administration financière, aux comptes d'ordre de la main-d'œuvre, aux rapports sur les accidents du travail, à la statistique des salaires contenue dans les conventions collectives et aux rapports des coûts.

Le système d'information sur l'administration financière vise à fournir au Ministère un service d'analyse et de comptabilité tout en contrôlant les affectations de crédits. Les administrateurs du Ministère s'en servent pour évaluer leurs réalisations en regard des prévisions, d'une part, et leurs opérations effectives, en termes de rendement, d'années-homme et de dollars, d'autre part. Le système entrera dans sa première étape en 1973.

Grâce à son système des comptes d'ordre de la main-d'œuvre, la Direction peut retrouver plus facilement d'anciens employés d'entreprises dont l'adresse était inconnue et à qui le Ministère devait de l'argent. Le personnel du ministère du Revenu national qui éprouvait des difficultés à fermer le dossier de ces personnes a participé à l'élaboration du système.

Le système de rapports sur les accidents du travail, prolongement du régime général de la prévention des accidents, vise à l'établissement de rapports annuels et sélectifs des coûts des accidents, selon le genre et la fréquence de ces accidents. Les rapports ont aussi pour objet de fournir des chiffres qui serviront à établir les coûts estimatifs de la réparation des accidents du travail et à déterminer les tendances des accidents, ainsi qu'à permettre aux agents de sécurité d'échelonner de façon logique leurs tournées d'inspection.

Au cours des trois dernières années, la division a étudié plusieurs aspects des conventions et de la négociation collectives et elle en a généralement élargi la portée. Au cours de la dernière année, elle a modifié le système de façon à constituer un dossier des données sur les salaires contenues dans les conventions collectives actuelles ou expirées afin de permettre au Ministère de présenter divers tableaux et rapports statistiques. Ces données peuvent servir aux négociateurs dans l'étude des tendances salariales actuelles et passées, constituer une source de renseignements aux fins de l'étude de l'économie actuelle, et servir aux étudiants qui entreprennent des recherches en économie et en relations industrielles.



En consultation avec d'autres ministères en cause, la Division travaille à définir la position du gouvernement du Canada sur les questions d'assistance technique, aux réunions de l'OIT. Elle a aussi donné des conseils relativement aux programmes canadiens d'assistance technique dans le domaine du travail. Elle a aidé à organiser, à administrer et à appliquer des programmes de formation parrainés par l'OIT ou de programmes bilatéraux de d'outre-mer dans le cadre de programmes de formation. Elle a aussi continué d'exercer des fonctions au sein du Ministère dans le domaine de la planification des mesures de défense civile.

## Division des études

La Division a poursuivi ses analyses à long terme de diverses conventions de l'OIT considérées comme présentant le plus d'intérêt pour le Canada, comparant les exigences de ces conventions aux dispositions des lois fédérales et provinciales pertinentes, en vue d'établir dans quelle mesure le Canada se conforme à ces normes internationales. Elle indique les mesures qui s'imposent pour assurer l'entière conformité avec les conventions de l'OIT que le Canada pourrait ratifier éventuellement.

La Division a préparé des documents d'information en prévision de la troisième réunion des sous-ministres du Travail pour l'examen de questions concernant l'OIT; en collaboration avec d'autres ministères et les gouvernements provinciaux, elle a préparé les réponses aux questionnaires de l'OIT concernant le congé-éducation payé et la lutte contre le cancer professionnel et les mesures de prévention et elle a fait rapport à l'OIT sur l'application des conventions ratifiées par le Canada, comme l'exige la constitution de cet organisme.

## Division des services internationaux

Cette nouvelle division est chargée d'obtenir des renseignements des conseillers du travail et d'autres correspondants de l'étranger en vue de renforcer les programmes du Ministère dans le domaine de la politique du travail. Ces renseignements peuvent aussi être mis à la disposition de tout Ministère ou organisme du gouvernement fédéral ou des gouvernements des provinces et des organisations d'employeurs et de travailleurs.

De nouveaux conseillers du travail ont été nommés à Londres et Washington par suite de la retraite des conseillers en poste à ces bureaux. Le poste de conseiller du travail à Bruxelles qui était vacant depuis quelque temps a aussi été rempli. Un poste de coordonnateur a aussi été établi à Ottawa.

Une nouvelle publication intitulée **Nouvelles internationales du travail**, qui fournit des renseignements sur les faits nouveaux dans les domaines social et du travail, sur le plan international, a vu le jour.

## SERVICES FINANCIERS ET ADMINISTRATIFS

La Direction des services financiers et administratifs dispense des services et des conseils qui aident aux administrateurs du Ministère dans l'exécution de leurs fonctions, dans les secteurs où la centralisation des compétences et (ou) des systèmes permet d'améliorer les procédés de travail. Grâce à son rôle consultatif, la direction répond aux besoins particuliers des administrateurs aux divers paliers.

En ce qui concerne le déménagement du Ministère à Hull, les services consultatifs de la firme Forrest/Bodrug & Associates Ltd. ont été retenus aux fins de l'aménagement intérieur des nouveaux bureaux à Place du Portage. Phase II. Le premier rapport de la firme contient des recommandations concernant l'aménagement, les aires de travail, les centres d'administration, les installations de service et l'équipement commun. Un comité des programmes groupant des cadres nommés par le sous-ministre étudie présentement ce rapport.

La Direction des affaires internationales du travail est chargée de coordonner la participation du Canada à l'activité de l'Organisation internationale du Travail, d'assurer une meilleure compréhension des programmes de relations industrielles des pays étrangers et de renforcer les relations fédérales-provinciales dans le domaine du travail.

La Direction a organisé la troisième réunion des sous-ministres fédéral et provinciaux du Travail pour l'examen de questions concernant l'OIT, tenue à Ottawa les 27 et 28 avril 1972 sous la présidence du sous-ministre du Travail du Canada. Les participants y ont discuté des principales questions à l'ordre du jour de la 57<sup>e</sup> session de la Conférence internationale du Travail qui a eu lieu à Genève en 1972 et ils ont réexaminé un certain nombre de conventions de l'OIT qui avaient été discutées à la réunion précédente des sous-ministres, en avril 1971. D'autres conventions que la Direction avait étudiées durant l'année ont également fait l'objet d'un examen pour déterminer le degré de conformité du Canada avec ces conventions et la possibilité de les ratifier. Elles avaient trait à l'examen médical des adolescents, au travail de nuit des enfants, à la sécurité au travail et à la protection de la maternité.

La contribution du Canada à l'OIT a été reconnue alors que le directeur de la Direction a été élu à la présidence du Conseil d'administration du BIT pour la période allant de juin 1972 à juin 1973. C'était la quatrième fois dans les 53 ans d'existence de l'OIT qu'un Canadien était ainsi honoré.

L'Association canadienne des administrateurs de la législation ouvrière est un organisme qui permet aux hauts fonctionnaires des gouvernements fédéral et provinciaux d'échanger des avis et des expériences dans le domaine des relations industrielles; elle a tenu sa réunion annuelle à Halifax (Nouvelle-Ecosse) du 25 au 28 juillet et Monsieur John Melville, sous-ministre adjoint du Travail de la Colombie-Britannique a été élu à la présidence. La Direction sert de secrétariat à l'Association.

## Division des programmes

La Division s'occupe de la participation de délégations tripartites du Canada aux réunions de l'OIT et de l'OCDE.

Elle a coordonné la participation du Canada à la 57<sup>e</sup> session de la Conférence internationale du Travail et a organisé des délégations à la neuvième session de la Commission des transports internes, à Genève, et à la troisième session de la Commission consultative interaméricaine, à San Jose (Costa Rica).

Elle a aussi coordonné la représentation du Canada aux 188<sup>e</sup> et 189<sup>e</sup> sessions du Conseil d'administration du BIT à Genève.

On a offert à Ottawa un cours d'une durée d'une semaine destiné à familiariser les fonctionnaires des ministères provinciaux du Travail avec les programmes, les politiques et les modes de procédure de l'OIT; ce cours a été suivi par dix-sept stagiaires.

Les activités du Comité de la Main-d'Oeuvre et des Affaires Sociales de l'OCDE ont continué d'intéresser grandement le Ministère. Des hauts fonctionnaires ont fait partie du Groupe de travail sur les relations industrielles et du Groupe de travail sur les indicateurs sociaux et ont assisté à la conférence sur l'Aménagement du temps de travail.

La Direction a de nouveau préparé le document de discussion pour la réunion annuelle de l'Association canadienne des administrateurs de la législation ouvrière. Des renseignements sur l'évolution de la législation ont été fournis à plusieurs autres conférences intéressant le monde du travail, à des organismes internationaux (plus particulièrement, l'OIT et l'AISS), à d'autres ministères, aux gouvernements provinciaux, à l'industrie, aux syndicats, aux étudiants et au public en général.

## BIBLIOTHÈQUE

La Bibliothèque fournit au Ministère des renseignements sur les publications. Elle répond aux demandes de documentation, effectue des recherches dans les publications, prête des livres, des périodiques et des rapports, prépare des bibliographies et fait circuler des périodiques.

Elle publie chaque semaine pour les fins du Ministère, une liste des articles des périodiques courants et des livres dont elle a récemment fait l'acquisition; cette liste est également mise à la disposition des institutions de l'extérieur qui s'intéressent aux questions traitées. De même, les tables des matières des revues les plus importantes reçues à la Bibliothèque sont réunies une fois par semaine et distribuées aux usagers du Ministère.

Au cours de l'année, près de 20 p. 100 des clients de la Bibliothèque ne travaillaient pas au Ministère même; ils venaient, pour la plupart, des universités, des collèges et aussi d'autres ministères du gouvernement. De plus, 15 p. 100 des prêts s'adressaient à l'extérieur. Ces chiffres prouvent que la Bibliothèque remplit toujours le premier mandat qui lui a été confié: être pour le pays une bibliothèque de consultation générale dans les questions qui se rapportent aux travailleurs.

La Bibliothèque a également continué de collaborer avec d'autres bibliothèques dans le domaine des relations industrielles. Pour la deuxième fois, elle a établi la liste annuelle des thèses et des dissertations sur les relations industrielles présentées dans les universités des États-Unis et du Canada.

Toujours dans le domaine des relations industrielles, elle a établi une liste révisée des rubriques qu'elle emploie en tant que Bibliothèque du ministère du Travail du Canada. Les bibliothèques spécialisées en relations industrielles au Canada ont reçu des exemplaires de cette liste.

On a fini de mettre sur microfilm d'anciens journaux syndicaux du Canada qui ne sont plus publiés. On a mis à jour la liste des titres d'autres journaux canadiens et on a dressé une liste révisée des journaux syndicaux du Canada reproduits sur microfilm.

Enfin, on a poursuivi les recherches sur la possibilité d'automatiser le système de récupération des données de la bibliothèque et on a continué de produire des fiches de catalogue, le bulletin hebdomadaire et des bibliographies afin d'assurer l'utilisation maximale des ressources disponibles.



## Division de l'analyse économique

La Division a pour fonction principale de procéder à des analyses et de dispenser des conseils en ce qui a trait aux conditions économiques en général et à l'évolution de la politique économique au Canada et à l'étranger. Elle a insisté particulièrement sur les domaines de l'activité économique qui ont une influence certaine sur les programmes du Ministère. Elle a établi divers rapports à l'intention du Ministère et analysé puis résumé des documents et des rapports économiques pour faciliter l'adoption d'attitudes et de politiques ministérielles.

## Programme de recherche du ministère du Travail et des universités

La Direction de l'économique et des recherches continue d'administrer le Programme de recherche du ministère du Travail et des universités qui prévoit des subventions à l'égard de travaux de recherche portant sur les aspects économiques et social des relations du travail. Seize subventions, représentant une somme globale de \$40,000, ont été accordées à des diplômés et à des professeurs d'université qui satisfaisaient aux exigences en matière de citoyenneté et de domicile.

## RECHERCHE SUR LA LÉGISLATION

La Direction de la recherche sur la législation offre un service de recherches, de conseils et de renseignements dans le domaine de la législation du travail. Elle analyse et interprète la législation du travail et des questions connexes par rapport au Canada et à d'autres pays et diffuse de l'information au moyen d'études spéciales et de publications paraissant régulièrement.

La publication annuelle, *Les normes du travail au Canada*, qui a été mise à jour à la fin de 1972, décrit les normes légales minimums qui s'appliquent partout au Canada concernant le travail des enfants, le salaire minimum, l'égalité de rémunération, la durée du travail, les jours fériés et congés annuels payés, la cessation de l'emploi et la protection de la maternité. Des documents de référence sur le salaire minimum et le bruit dans l'industrie ont aussi été mis à jour.

Deux numéros du *Current Report on Legislation Affecting Labour Introduced in Parliament and the Provincial Legislatures* décrivent les dispositions des projets de loi d'intérêt général pour le monde du travail, déposés au Canada. On a cessé de publier ce rapport qui sera remplacé par une revue des projets de loi et des règlements qui sera publiée deux fois par année.

Une revue de fin d'année portant sur les lois et les règlements édictés en 1972 a été préparée pour *La Gazette du Travail*. Des tirés à part de six articles sur la sécurité et l'hygiène professionnelle, la réparation des accidents du travail, l'apprentissage et la qualification professionnelle, les justes méthodes d'emploi, les normes de l'emploi et les relations industrielles feront l'objet d'une publication distincte.

## Modification à la législation du travail en 1972

On a également fait paraître dans *La Gazette du Travail* les jugements importants des tribunaux intéressant directement les affaires du travail. En outre, des articles rédigés spécialement et d'autres matières de la Direction ont été utilisés dans des publications de l'extérieur.

La recherche dans le domaine du droit du travail s'est poursuivie dans les secteurs de la protection du salaire, de la négociation collective pour des groupes particuliers, de l'accréditation dans l'industrie de la construction et des justes méthodes d'emploi et intéressant certains aspects de la sécurité et de l'hygiène; on publiera ultérieurement les résultats de cette recherche.

## Recherche à l'appui des programmes

Cette activité consiste en services de consultation et de recherche aux fins des programmes de relations industrielles et de normes d'emploi du Ministère. À la fin de l'année financière, ce secteur d'activité groupait trois divisions : celle des industries du ressort fédéral, celle de la recherche opérationnelle et enfin celle des recherches sur les pensions et les assurances.

## Division des industries du ressort fédéral

Les principales activités de cette division visent à appuyer le programme de relations industrielles du Ministère. La division a fait des recherches sur un certain nombre de conflits du travail dans l'industrie du transport, pour le compte de la Direction de la conciliation et de l'arbitrage.

Vers la fin de l'année, la division a entrepris un programme de recherche dans le but d'aider la Direction des services syndicaux-patronaux. Il s'agissait de réunir une foule de renseignements sur un certain nombre de questions, notamment la semaine de travail flexible et ce, à l'intention de la direction et de ses clients.

## Division de la recherche opérationnelle

La Division travaille principalement à assurer l'appui voulu au programme des normes d'emploi du Ministère.

Elle a aidé la Direction des normes du travail à produire des exposés de politique qui ont amené le rajustement du salaire minimum sur le plan fédéral, le 1<sup>er</sup> novembre 1972. Elle a également fait une étude intitulée **Emploi, salaires et conditions de travail dans les industries relevant de l'autorité fédérale, 1965-1970** qui a paru en 1972.

La Division a entrepris pour le compte de l'Association canadienne des administrateurs de législation ouvrière, une enquête sur les politiques et les pratiques en matière d'application des lois provinciales concernant la sécurité. Les résultats de cette enquête seront analysés et compilés en 1973 et 1974.

La Gazette du Travail, l'Annuaire du Canada et l'Annuaire des statistiques du travail de l'OIT ont publié des articles, avec chiffres à l'appui, rédigés par la Division et portant sur les accidents mortels ou non du travail au Canada.

Elle a assuré des services de recherche et de consultation aux fins du Programme de prestations d'aide à l'adaptation à l'intention des travailleurs déplacés des industries du textile et du vêtement et aux fins du Programme de prestations d'aide de transition à l'intention des travailleurs de l'automobile.

## Division des recherches sur les pensions et les assurances

Le 1<sup>er</sup> février 1973, le Service de recherches et de consultation sur les pensions et les assurances a été incorporé dans la Direction de l'économie et des recherches pour devenir la Division des recherches sur les pensions et les assurances.

Elle a procédé à des travaux de recherche pour déterminer les caractéristiques des régimes de pensions dans les établissements du ressort du gouvernement fédéral, dans les industries du transport et des communications. Elle a aussi assuré des services de soutien à d'autres directions dans des domaines se rapportant aux régimes de pensions et d'assurances et a dispensé des services de consultation à d'autres ministères, à des syndicats ouvriers et à des particuliers.

## Division des recherches en relations industrielles

La Division effectue des recherches sur certains aspects des relations industrielles qui se rapportent aux programmes et aux intérêts du Ministère. Les membres du personnel se spécialisent dans des secteurs donnés, mais ils participent également à l'analyse et à l'évaluation d'une vaste gamme de problèmes à court terme.

Les domaines importants qui ont continué de susciter de l'intérêt sont ceux des conflits du travail, des négociations collectives et de l'adaptation des employés au progrès technique. On a en outre entrepris des études sur la satisfaction au travail et le mécontentement des travailleurs. D'autre part, on a ébauché une étude pour déterminer dans quelle mesure les syndicats rejettent les offres patronales et les raisons qui les poussent à le faire, et on a continué de répertorier les associations patronales qui participent activement aux négociations collectives.

La Division a rédigé, à l'intention du Ministère, des rapports sur l'organisation des tribunaux du travail dans un certain nombre de pays et elle a procédé à des études sur l'application des systèmes de réglementation des salaires et des prix dans d'autres pays.

La quatrième édition du rapport intitulé *La recherche sur les relations industrielles au Canada* a paru au cours de l'année. Il s'agit d'un compte rendu des résultats d'une enquête annuelle portant sur la recherche en cours dans le domaine des relations du travail. La Division a aussi entretenu des rapports constants avec les chercheurs des universités, des ministères provinciaux du Travail et d'autres organismes.

## Division des recherches sur les salaires

La Division a préparé, pour fins de publication en 1973, une étude sur la productivité du travail, les coûts et les prix unitaires, dans 22 secteurs de l'industrie manufacturière.

Elle a poursuivi ses travaux de recherche sur la transmission des changements dans les salaires. Elle a enregistré sur ruban magnétique les données provenant des études chronologiques sur les salaires qui ont été faites par le passé. Ces études indiquent l'évolution des salaires dans un grand nombre de groupes de négociation, pendant une période de plus de 20 ans. À partir de ces informations sur ruban magnétique, on a entrepris une étude pour savoir dans quelle mesure les accords sur les salaires au sein de certains groupes de négociation, peuvent influencer les accords négociés subseqüemment dans le cas d'autres groupes de négociation. La Division est actuellement en train d'analyser les résultats de cette étude.

On a terminé le travail entrepris sur la définition et l'évaluation du salaire modique et on a amorcé une étude sur « les causes du salaire modique ». La première partie de l'étude est consacrée à une analyse des caractéristiques économiques des établissements industriels qui versent des salaires inférieurs aux salaires moyens.

La Division a poursuivi ses recherches sur les particularités et les tendances des heures rémunérées passées hors du lieu de travail. Cela comprend un examen de la semaine de travail réduite, de la semaine de travail comprise et de la journée de travail flexible. La Division a délégué un représentant à une conférence de l'Organisation de coopération et de développement économiques portant sur les nouvelles tendances des heures de travail. Elle a aussi mis ses ressources en matière de recherche à la disposition de la commission d'enquête établie pour étudier les demandes d'exemption de l'application de la Partie III du Code canadien du travail (Normes du travail), pour pouvoir adopter la semaine de travail comprise.

Elle a enfin entrepris une étude des changements qui se produisent en matière de gestion des régimes de rémunération des employés.



A l'intention des services gouvernementaux, en général, la Division a procédé à une étude sur les syndicats ouvriers au Canada, leurs effectifs et leur organisation, sur l'élaboration des lois en matière de relations du travail et sur les pratiques en matière de négociations collectives; elle a de plus rédigé un court rapport sur le rôle que jouent les lois concernant les normes du travail. La Division a également entrepris une étude des fusions de syndicats.

Les Centres de main-d'oeuvre du Canada et les ministères provinciaux du Travail nous fournissent périodiquement les informations essentielles relativement aux grèves et lock-out. Des chiffres et des études sur ce sujet paraissent tous les mois et tous les trois mois dans le **Bulletin de recherches sur les arrêts de travail** puis dans la **Gazette du Travail** et, enfin, dans le rapport annuel intitulé **Grèves et lock-out au Canada**.

Les deux principales sections de la Division ont reçu de diverses sources un nombre accru de demandes d'analyses et de conseils et elles y ont donné suite. En outre, la Section «A» du rapport fourni par les syndicats ouvriers, en vertu de l'article 13 de la Loi sur les déclarations des corporations et des syndicats ouvriers, a été présentée pour examen.

## Division des enquêtes

La Division des enquêtes rassemble et diffuse des renseignements sur les taux de salaire, par catégorie professionnelle, et sur les conditions de travail des employés dans l'industrie canadienne. Elle mène également des enquêtes spéciales au besoin et, en collaboration avec Statistique Canada, elle procède à une enquête annuelle sur les coûts de main-d'oeuvre dans certaines entreprises.

L'enquête sur les taux de salaire, les traitements, la durée du travail et les conditions de travail est menée au moyen d'un questionnaire envoyé à plus de 38,000 employeurs ayant 20 travailleurs ou plus à leur service. La partie de l'enquête consacrée aux taux de salaire, aux traitements et à la durée du travail vise la plupart des industries, des régions et des grandes villes du Canada et elle fournit des données sur le nombre de travailleurs et les taux de salaire dans plus de 1,000 emplois. Des résultats préliminaires sont publiés au début du mois de décembre afin de fournir des renseignements anticipés sur les taux de salaire en vigueur. Les résultats définitifs paraissent d'abord sur des feuilles mobiles distribuées au public, puis sous forme de volume relié de 400 pages intitulé **Taux de salaire, traitements et heures de travail**.

La section de l'enquête consacrée aux conditions de travail permet de déterminer le taux de fréquence de certaines conditions de travail et leurs caractéristiques, par province et par industrie. Les résultats paraissent dans un rapport annuel intitulé **Conditions de travail dans l'industrie canadienne**.

L'enquête du 1<sup>er</sup> octobre permet de rassembler également des données sur la répartition, selon la fréquence, des taux de salaire en vigueur dans toutes les entreprises du ressort fédéral. Des enquêtes sur certains coûts de main-d'oeuvre, menées en collaboration avec Statistique Canada, ont porté sur les industries de l'exploitation forestière et de la fabrication.

Au début de 1973, une société de conseillers en gestion a terminé une étude du programme d'enquêtes du Ministère sur les salaires et les traitements. A la fin de l'année financière, le Ministère avait déjà commencé à étudier les recommandations contenues dans le rapport.

## Recherche sur la politique

Cette activité est exercée par deux divisions, — celle de la recherche en relations industrielles et celle des enquêtes sur les salaires, — et consiste à faire de la recherche sur les relations industrielles et sur la détermination des salaires et des avantages sociaux.

La Division recueille des renseignements de toutes sortes sur les modalités des conventions collectives conclues dans toutes les industries, à l'exception de celle de la construction, et ces renseignements sont publiés tous les mois dans la **Revue de la négociation collective** qui fait état des traits marquants des conventions conclues au cours du mois à l'étude, notamment des conditions de travail, des avantages sociaux, des salaires, etc. La revue mentionne également le nombre de travailleurs visés par les conventions, par province, par industrie, par société et par syndicat.

En collaboration avec le ministère du Travail de l'Ontario, la Division publie une revue mensuelle intitulée **Collective Bargaining Settlement in Ontario**. Le ministère du Travail de l'Ontario relève les conventions touchant de 200 à 499 employés dans toutes les industries sauf celle de la construction. La Division fait de même avec les groupes de négociation qui comptent 500 employés ou plus.

Un bulletin trimestriel de recherche, intitulé **Wage Development**, réunit deux séries de données sur les taux de salaire prévus par les grandes conventions collectives visant 500 employés ou plus, à l'exception de celles de l'industrie de la construction. La première série examine la tendance dans l'évolution des salaires de base pour toutes les conventions en vigueur, au nombre de plus de 700. La seconde série examine les augmentations annuelles des salaires de base pendant la période d'application des conventions, au cours de la période à l'étude.

Chaque année, la Division publie également le **Calendrier d'expiration des conventions collectives** qui donne la liste des conventions qui doivent expirer au cours de l'année.

En collaboration avec l'Association canadienne de la construction, elle publie des analyses de conventions qui font état des tendances des salaires et des conditions de travail dans cette industrie.

## Division des organisations de travailleurs et des conflits du travail

Cette Division recueille, compile, analyse et publie des statistiques et des renseignements détaillés sur le mouvement ouvrier au Canada et sur les arrêts de travail qui résultent des conflits syndicaux-patronaux.

La Division, en collaboration avec Statistique Canada, publie chaque année des données sur les syndicats ouvriers. Dans la majeure partie de l'Enquête sur les organisations de travailleurs, on a procédé d'après un nouveau système de collecte et de traitement des données. Les efforts déployés en ce sens par notre Ministère et par Statistique Canada évitent maintenant aux syndicats d'avoir à soumettre leurs déclarations en double.

La Division a mis au point la soixante et unième édition de la publication intitulée **Organisations de travailleurs au Canada**. Cet ouvrage de référence renferme des statistiques sur les organisations de travailleurs, selon l'affiliation, le type et l'importance numérique. Il renferme également des données statistiques, un répertoire des syndicats avec indication des effectifs, des noms et adresses des dirigeants, de la répartition des sections par province, des titres des publications, et d'autres renseignements pertinents.

Comme par le passé, on a pu fournir aux provinces des données de toutes sortes sur les effectifs syndicaux et entretenir dans ce domaine des rapports constants au sujet de questions d'intérêt commun.

On a terminé la révision des dossiers pour les années allant de 1957 à 1970. Les données ont été enregistrées sur bandes de façon à faciliter l'extraction de détails particuliers. On projette toujours la publication d'informations révisées accompagnées d'analyses, pour chacune des provinces et des industries.

La Division a rédigé deux articles qui ont paru dans la **Gazette du Travail**. Le premier, intitulé «Les finances des syndicats internationaux» a paru en août 1972 et le second, «History and Structure of the Labour Movement in Canada», en mars et avril 1973.

# PROGRAMME DE RECHERCHES ET DE DEVELOPPEMENT

Le Programme de recherches et de développement a pour objet de mettre au point et d'élaborer, grâce à la recherche et à l'application de connaissances et de méthodes du domaine des sciences sociales, de politique et des programmes tendant à améliorer les relations industrielles et les normes d'emploi dans la mesure où celles-ci contribuent à relever la qualité de la vie.

De hauts fonctionnaires affectés au Programme de recherches et de développement sont membres d'un certain nombre de comités interministériels chargés d'élaborer des politiques et de poursuivre des recherches dans le domaine du travail. Le programme comprend l'application du Règlement sur les allocations (prestations) d'aide de transition aux travailleurs canadiens des industries de l'automobile et des pièces d'automobile dont l'emploi se trouve défavorablement touché par l'Accord canado-américain sur l'industrie de l'automobile, ainsi que du Règlement sur les allocations d'aide à l'adaptation des travailleurs des industries du textile et du vêtement, dont l'emploi est menacé par la politique gouvernementale en matière de textile et de vêtement.

On procède actuellement à la mise en oeuvre d'un nouveau programme de recherches et de développement hors du domaine législatif. Il s'agit d'un certain nombre de travaux poursuivis avec la collaboration des syndicats et du patronat, dans l'intention d'appuyer les efforts de ces derniers pour améliorer leurs propres relations dans le cadre des négociations collectives.

Le Programme de recherches et de développement intresse trois directions: la Direction de l'économique et des recherches, la Direction des recherches sur la législation et la Bibliothèque.

## ECONOMIQUE ET RECHERCHES

En tant que participante au programme de recherches et de développement, la Direction de l'économique et des recherches oeuvre dans le domaine de l'économie du travail et des relations industrielles. Les fonctions de la Direction se répartissent en trois grandes catégories: établissement de la statistique, recherche sur la politique et recherche à l'appui des programmes.

### Etablissement de la statistique

Le groupe de l'établissement de la statistique est chargé des travaux de statistique du ministère, notamment des enquêtes et des rapports sur les salaires, les conditions de travail, les arrêts de travail, les organisations de travailleurs et les accords conclus par voie de négociations collectives.

### Division de la négociation collective

La Division de la négociation collective fournit des renseignements et des études sur les conditions et modalités des conventions collectives. La Division rend compte des accords conclus tous les trois mois, elle publie des statistiques sur l'évolution des salaires et sur d'autres conditions des conventions collectives, enfin, elle prépare et publie des études détaillées sur certaines dispositions des grandes conventions collectives.

Au mois de mars 1973, environ 12,000 conventions collectives se trouvaient aux dossiers de la Division, de même qu'un grand nombre de régimes d'assurance-maladie, de bien-être social et de pension. C'est grâce à ces documents que la Division a pu mener à bien les diverses études qu'elle a entreprises.



des boursiers et des stagiaires en administration venant de l'étranger. Le Bureau a de plus envoyé un représentant à la conférence annuelle de la United States Interstate Association of Commissions on the Status of Women, qui a eu lieu à Minneapolis (Minnesota) et à celle de la Inter-American Commission on the Status of Women, qui s'est tenue à Buenos Aires (Argentine).

Les media d'information, tant au Canada qu'à l'étranger, ont fait grand état des travaux du Bureau de la main-d'oeuvre féminine. Des membres du personnel du Bureau ont participé à de nombreuses entrevues à la radio, à la télévision et pour la presse écrite; le Bureau a aussi fait passer des annonces éclair à la radio et à la télévision sur des questions intéressant les travailleuses.

LOI SUR L'INDEMNISATION DES MARINS MARCHANDS: RÉSUMÉ STATISTIQUE

Tableau 4

	Sociétés de transport assurées	Nombre de marins en emploi (approx.)	Demandes d'indemnisation reçues	Cas d'indemnisation pour invalidité temporaire	Cas d'indemnisation pour invalidité permanente	Accidents mortels
1968-69	35	2,400	23	22	3	1
1969-70	37	2,450	28	26	1	1
1970-71	34	2,250	41	35	0	6
1971-72	30	2,000	31	26	3	2
1972-73	26	1,850	33	31	5	2

## BUREAU DE LA MAIN-D'OEUVRE FÉMININE

Le Bureau de la main-d'oeuvre féminine a poursuivi son activité dans le climat de changement qui caractérise la condition de la femme dans la société et plus particulièrement de la femme au sein de la population active. Les membres du Bureau ont eu à répondre à de nombreuses demandes de personnes-clé qui pourraient participer à des ateliers de travail et des réunions et agir à titre de conférencier principal à des conférences ou autres réunions importantes au cours de l'année. De même, le service des statistiques et de l'information a travaillé ferme pour répondre aux nombreuses demandes de renseignements de la part du grand public.

Le Bureau a continué de recueillir et d'analyser des données provenant de diverses sources afin de disposer de données à jour et pertinentes en matière de statistique et de recherches concernant la femme dans la population active au Canada ou à l'étranger.

Trois publications ont soulevé un intérêt considérable de la part de la population: *Les femmes dans la population active: Faits et données, Bureau de la main-d'oeuvre féminine 1972 et Les actes internationaux et la législation canadienne fédérale et provinciale touchant la situation de la femme active*. Le dernier ouvrage, paru cette année pour la première fois, deviendra comme les deux autres, une publication annuelle.

Les membres du personnel ont fait partie d'un certain nombre de comités interministériels dont le Comité interministériel du Bureau qui se compose de représentants du ministère de la Santé nationale et du Bien-être social, de Statistique Canada, du ministère de la Main-d'oeuvre et de l'Immigration spécialisés en travaux de recherche et d'autres représentants de ministères, selon les besoins. Un représentant du Bureau a siégé au comité interministériel de la planification familiale, qui conseille le ministère de la Santé nationale et du Bien-être social sur les lignes de conduite à suivre en ce domaine. Le Bureau a aussi nommé des représentants au sein du Comité interministériel des droits de l'homme et du comité des institutions spécialisées des Nations-Unies, tous deux présidés par un représentant du ministère des Affaires extérieures.

Sur le plan international, le Bureau a collaboré avec l'Agence canadienne de développement international et la Direction des affaires internationales du travail du Ministère dans l'application de leurs programmes à l'intention

B. Organismes gouvernementaux non assujettis à la politique du Conseil du Trésor en matière de sécurité du travail (suite)

Ministère	Accidents entraînant invalidité	Taux de fréquence des accidents entraînant invalidité <sup>2</sup>	Nombre total d'accidents	Nombre d'accidents par 100 employés <sup>3</sup>
Administration de pilotage des Laurentides	0	0	0	0
Conseil des recherches médicales	0	0	0	0
Centre national des arts	8	15.14	16	5.90
Office national du film	6	3.36	15	1.64
Conseil des ports nationaux	183	46.14	332	16.32
Conseil national de recherches	59	8.36	163	4.51
Commission d'énergie du Nord canadien	14	19.62	32	8.74
Société des transports du Nord Limitée	31	28.90	120	21.82
Administration de pilotage du Pacifique	1	10.06	6	11.76
Commission des prix et des revenus	0	0	0	0
Commission des relations de travail	0	0	0	0
dans la Fonction publique	0	0	0	0
Monnaie royale canadienne	39	61.16	58	17.74
Commission royale d'enquête sur l'usage des drogues à des fins non médicales	0	0	0	0
Administration de la Voie maritime du Saint-Laurent	88	24.11	191	10.20
Seaway International Bridge Corporation Limited	0	0	0	0
Conseil des sciences du Canada	0	0	0	0
Conseil canadien des normes	0	0	0	0
TOTAL	2,769	39.07	4,335	11.93

<sup>1</sup> La statistique est fondée sur les demandes d'indemnisation reçues au cours de l'année financière 1972-1973.

<sup>2</sup> Le "taux de fréquence des accidents entraînant invalidité" représente le nombre d'accidents entraînant invalidité par million d'heures-homme accomplies.

<sup>3</sup> Le "nombre total d'accidents" est fondé sur le nombre d'accidents ayant nécessité des soins médicaux et le nombre d'accidents ayant entraîné invalidité. L'emploi est calculé d'après les heures-homme accomplies sur la base de 1,950 heures-homme par année-homme.



B. Organismes gouvernementaux non assujettis à la politique du Conseil du Trésor en matière de sécurité du travail

Ministère	Accidents entraînant invalidité	Taux de fréquence des accidents entraînant invalidité <sup>2</sup>	Nombre total d'accidents	Nombre d'accidents par 100 employés <sup>3</sup>
Administration de pilotage de l'Atlantique	4	25.02	6	7.32
Commission de contrôle de l'énergie atomique	0	0	0	0
Energie atomique du Canada	60	6.47	139	2.92
Conseil consultatif des districts bilingues	0	0	0	0
Société d'assurance-dépôts du Canada	0	0	0	0
Arsenaux canadiens Limitée	8	10.41	26	6.60
Société Radio-Canada	129	6.58	295	2.93
Ressources	0	0	1	5.56
Société de développement de l'industrie cinématographique canadienne	0	0	0	0
Société canadienne des communications transmariannes	10	6.29	28	3.44
Office canadien du poisson salé	0	0	0	0
Société de développement du Cap-Breton	1,875	370.68	2,326	89.67
Société centrale d'hypothèques et de logement	32	6.07	88	3.26
Compagnie des jeunes Canadiens	0	0	0	0
Corporation de disposition des biens de la Couronne	0	0	1	0.95
Construction de défense (1951) Limitée	2	4.95	3	1.45
Conseil de recherches pour la défense	64	16.26	115	5.70
Conseil économique du Canada	0	0	1	0.81
Eldorado Nucléaire Limitée	28	19.02	166	21.99
Eldorado Aviation Limitée	6	85.47	11	30.56
Société du crédit agricole	1	0.87	2	0.34
Office de commercialisation du poisson d'eau douce	120	176.33	192	55.01
Administration de pilotage des Grands lacs	0	0	0	0
Commission d'étude des revendications des Indiens	0	0	0	0
Centre de recherches pour le développement international	1	9.16	1	1.79
Commission internationale des pêcheries du nord-ouest de l'Atlantique	0	0	0	0
Commission internationale des pêcheries de l'Étan du Pacifique	0	0	0	0
Commission internationale des pêcheries de saumon du Pacifique	0	0	1	1.59



# STATISTIQUE DES ACCIDENTS<sup>1</sup>

Tableau 3

A. Ministères de la Fonction Publique

Ministère	Nombre d'accidents entraînant invalidité	Taux de fréquence des accidents entraînant invalidité <sup>2</sup>	Nombre total d'accidents	Nombre d'accidents par 100 employés <sup>3</sup>
Agriculture . . . . .	274	15.14	640	6.90
Bureau de l'auditeur général . . . . .	0	0	1	0.35
Imprimerie du gouvernement canadien . . . . .	24	7.42	51	3.08
Commission canadienne des grains . . . . .	36	16.31	110	9.72
Agence canadienne de développement international . . . . .	4	2.50	6	0.73
Service canadien des pénitenciers . . . . .	350	29.49	710	11.67
Conseil de la radio-télévision canadienne . . . . .	2	3.03	6	1.77
Commission canadienne des transports . . . . .	0	0	1	0.16
Directeur général des élections . . . . .	4	31.56	8	12.31
Commissionnaire aux langues officielles . . . . .	0	0	0	0
Communications . . . . .	8	2.37	21	1.21
Consommation et Corporations . . . . .	24	5.89	48	2.30
Energie, Mines et Ressources . . . . .	50	7.25	162	4.58
Environnement . . . . .	198	8.84	574	5.00
Affaires extérieures . . . . .	6	0.65	20	0.42
Finances . . . . .	3	2.63	8	1.37
Résidence du gouverneur général . . . . .	1	6.33	3	3.70
Chambre des communes . . . . .	26	7.17	44	2.37
Commission d'appel de l'immigration . . . . .	0	0	0	0
Affaires indiennes et Nord canadien . . . . .	526	23.02	969	8.27
Industrie et commerce . . . . .	6	1.27	19	0.78
Information Canada . . . . .	8	10.28	21	5.26
Assurances . . . . .	2	6.45	4	2.52
Commission mixte internationale . . . . .	0	0	0	0
Justice . . . . .	2	1.28	4	0.50
Travail . . . . .	1	0.65	4	0.51
Commission de réforme du droit . . . . .	0	0	0	0
Bibliothèque du parlement . . . . .	1	4.38	4	3.42
Main-d'oeuvre et Immigration . . . . .	39	1.83	96	0.88
Commission de la capitale nationale . . . . .	65	36.87	102	11.28
Défense nationale . . . . .	2,742	38.80	5,216	14.39
Office national de l'énergie . . . . .	0	0	0	0
Santé nationale et Bien-être social . . . . .	145	8.91	310	3.71
Bibliothèque nationale . . . . .	2	2.83	8	2.21
Musées nationaux du Canada . . . . .	7	6.47	16	2.88



LOI CONCERNANT L'INDEMNISATION DES EMPLOYÉS DE L'ÉTAT:  
INDEMNITÉS VERSÉES ET PART DES FRAIS D'ADMINISTRATION ASSUMÉE  
PAR LE GOUVERNEMENT FÉDÉRAL, PAR PROVINCE

Tableau 2

Province	Indemnités versées 1972-1973	Part des frais d'administration pour l'année 1972	TOTAL <sup>1</sup>
Terre-Neuve . . . . .	\$ 62,153	\$ 6,001	\$ 68,154
Île-du-Prince-Édouard . . . . .	40,609	4,762	45,371
Nouvelle-Écosse (gouv. féd.) . . . . .	312,316	31,269	343,585
Nouvelle-Écosse (S.D.C.B.) . . . . .	2,203,961	222,905	2,426,866
Nouveau-Brunswick . . . . .	125,723	29,137	154,860
Québec . . . . .	1,482,804	266,515	1,749,319
Ontario . . . . .	1,692,964	227,109	1,920,073
Manitoba . . . . .	159,458	29,262	188,720
Saskatchewan . . . . .	274,236	35,184	309,420
Alberta . . . . .	692,501	78,901	771,402
Colombie-Britannique . . . . .	507,938	104,448	612,386
Versements à l'égard des employés engagés sur place à l'étranger . . . . .	553	—	553
TOTAL . . . . .	\$7,555,216	\$1,035,493	\$8,590,709

<sup>1</sup> Y compris les indemnités faisant suite à des demandes formulées dans le cadre du Programme perspectives jeunesse et du Programme d'initiatives locales, pour un total de \$59,800.

La Loi ne s'applique pas si le marin blessé a droit à l'indemnisation prévue par une loi provinciale sur les accidents du travail ou par la Loi sur l'indemnisation des employés de l'Etat.

La Commission d'indemnisation des marins marchands se compose de trois hauts fonctionnaires nommés par le gouverneur en conseil. Le chef de la Division de l'indemnisation est secrétaire de la Commission.

Au cours de l'année, un décret du gouverneur en conseil a autorisé une augmentation des prestations payables en vertu de la Loi aux personnes à la charge des marins blessés mortellement et une augmentation des indemnités maximales payables pour une invalidité.

Des soixante demandes d'indemnisation reçues au cours de l'année, 27 n'ont pu être retenues parce que les navires à bord desquels les marins étaient employés n'étaient pas immatriculés au Canada; les marins avaient droit à la protection de la loi provinciale ou n'étaient pas atteints d'invalidité.

Le tableau n° 4 donne un résumé statistique des demandes d'indemnisation reçues au cours des cinq dernières années.

LOI CONCERNANT L'INDEMNISATION DES EMPLOYES DE L'ETAT: DEMANDES D'INDEMNISATION EN 1972-73, PAR PROVINCE ET PAR CATEGORIE<sup>1</sup>

Tableau 1

	Lésions mineures		Premiers soins	Soins médicaux	Indemnisation	Congé <sup>2</sup> pour blessures	Invalidité permanente	Décès	Demandes <sup>3</sup> rejetées	TOTAL
	Lésions entraînant invalidité									
Terre-Neuve	81	30	1	48	9	57	32	2	10	245
Nouvelle-Ecosse <sup>4</sup>	26	2,091	11	1,518	57	282	1	5	169	4,931
Nouveau-Brunswick	11	506	29	2,135	282	2,948	19	1	39	5,679
Québec	135	555	54	4,071	4,204	2,948	1	3	242	9,211
Ontario	9	192	69	411	530	841	2	3	12	1,271
Manitoba	29	68	81	647	167	1,146	1	3	15	1,732
Saskatchewan	29	127	29	1,397	127	61	2	3	33	2,828
Colombie-Britannique	29	3	29	271	127	61	2	3	33	493
Yukon et T.N.-O.	29	3	29	271	127	61	2	3	33	493
A l'étranger	29	3	29	271	127	61	2	3	33	493
TOTAL	444	3,960	444	11,521	11,521	11,597	62	24	542	28,150

<sup>1</sup> Exclut les 300 demandes dans le cadre du Programme perspectives-jeunesse et du Programme d'Initiatives locales.

<sup>2</sup> Cas où le salaire continue à être versé au lieu du paiement d'une indemnité.

<sup>3</sup> Comprises dans le total des demandes déclarées.

<sup>4</sup> Y compris 2,476 demandes de la Société de développement du Cap-Breton.

## Indemnisation des marins marchands

La Loi sur l'indemnisation des marins marchands protège les marins employés à bord d'un navire immatriculé au Canada ou à bord d'un navire cédé aux termes d'une charte coque-nue à une personne qui réside au Canada ou qui y a son principal lieu d'affaires, lorsque ce navire est affecté au commerce dans un voyage de long cours ou un voyage de cabotage, selon la définition que la Loi sur la marine marchande donne de ces voyages. L'application de la Loi incombe à la Commission d'indemnisation des marins marchands.

catégorie.

On trouvera au tableau 1 la répartition des demandes d'indemnisation au cours de l'année, par province et par

Le Conseil du Trésor a autorisé la Division à conclure avec les commissions des accidents du travail des ententes permettant à ces dernières de se prononcer sur les demandes de personnes occupées à des activités approuvées dans le cadre du Programme d'initiatives locales, là où aucune loi provinciale sur les accidents du travail ne protège ces personnes. On a fait état de quelque 260 accidents entraînant des blessures qui ont occasionné une dépense d'environ \$53,000. Cet argent sera recouvré du ministère de la Main-d'œuvre et de l'Immigration.

En collaboration avec les commissions provinciales des accidents du travail et avec l'approbation du Conseil du Trésor, la Division a assuré la protection en cas d'accidents du travail aux jeunes gens qui participent à des travaux approuvés dans le cadre du programme Perspectives-Jeunesse. On a signalé quelque 45 accidents entraînant des blessures qui ont coûté jusqu'ici environ \$8,000. Cet argent peut être recouvré du Programme perspectives-jeunesse.

Au 1<sup>er</sup> avril 1973, 999 cas étaient encore en suspens, soit une augmentation de 335 par rapport au 1<sup>er</sup> avril 1972. On a recouvré \$132,309.51 de tierces parties. De cette somme, \$54,965.85 ont été versés à 76 réclamants. Le reste a servi à absorber les frais inhérents aux demandes.

La majorité des employés blessés lors d'accidents du travail mettant une tierce partie en cause ont préféré présenter des demandes d'indemnisation en vertu de la Loi sur l'indemnisation des employés de l'Etat. Il y a eu 1,225 nouvelles demandes de cette nature, soit une augmentation de 279 comparativement à l'an passé. De ce nombre, 890 ont été traitées par la Direction, soit qu'elles aient été réglées ou qu'il n'y ait pas eu matière à poursuite contre la tierce partie et 119 demandes ont été déferées au Ministère de la Justice pour plus ample considération.

Consulter le tableau 2 pour connaître les indemnités brutes qui ont été versées et les frais d'administration.

Des pensions et des indemnités pour invalidité permanente sont versées à près de 2,000 employés, anciens employés ou à des personnes à leur charge, par suite de blessures subies en cours d'emploi.

Comparativement à l'année antérieure, le pourcentage des demandes d'indemnisation pour invalidité temporaire par rapport au nombre total des demandes a augmenté de 2.58 p. 100 tandis que celui des demandes se rapportant aux soins médicaux a diminué de 2.44 p. 100.

Au total, 542 autres demandes d'indemnisation ont été rejetées soit parce que la personne blessée n'était pas un employé du gouvernement fédéral, ou que la blessure signalée n'était pas attribuable à un accident survenu par suite ou au cours de l'emploi pour le compte du gouvernement fédéral.

Des 27,608 réclamations auxquelles on a fait droit au cours de l'année, 444 (1.6 p. 100) se rapportaient à des lésions qui ont nécessité des premiers soins seulement, 11,521 (41.73 p. 100), à des lésions qui ont nécessité des soins médicaux, 15,597 (56.35 p. 100) à des lésions qui ont entraîné une invalidité totale temporaire, 62 (0.23 p. 100) à des lésions qui ont entraîné une invalidité partielle permanente et 24 (0.09 p. 100) à des accidents mortels.



En plus des conférences d'une durée d'une semaine tenues chaque année à l'intention des agents régionaux de sécurité et des experts-conseils régionaux en sécurité, un colloque spécial d'une durée d'une semaine a eu lieu à Ottawa, à l'intention des agents régionaux de sécurité et a porté sur le système de vérification de la sécurité visant à surveiller et à apprécier les programmes de prévention des accidents. Un cours sur les éléments essentiels de la prévention des accidents a aussi été donné à Ottawa à l'intention de sept nouveaux agents de la sécurité minière de la Société de développement du Cap-Breton.

Le personnel des bureaux régionaux de sécurité a organisé 125 colloques de formation.

## Services techniques

Le travail réalisé dans le domaine technique comprend la mise au point de devis de construction, de dispositifs protecteurs contre le capotage à installer sur les appareils mobiles et de directives concernant la délivrance de certificats aux opérateurs d'outils manuels à cartouches explosives, une analyse des risques d'immersion dans l'eau froide et l'établissement de normes concernant les vêtements et l'équipement protecteurs des travailleurs forestiers. Le personnel de la Division participe avec les inspecteurs provinciaux en chef à l'établissement de normes nationales de qualification des opérateurs et des inspecteurs de chaudières et de réceptiers sous pression.

Un certain nombre d'études techniques ont été entreprises, notamment sur la qualification des monteurs de charpentes élevées, les risques de l'exposition aux radiations radiophoniques des antennes à haute puissance et la destruction des déchets d'azides métalliques.

## Visites de sécurité

Les agents de sécurité du Ministère ont effectué plus de 5,400 visites tendant au contrôle de la sécurité, à l'élaboration de programmes, à la consultation ou orientées vers des questions de routine en matière de sécurité. Les visites ont nécessité les services d'environ 40 p. 100 de la main-d'oeuvre de la Division et, avec les vérifications antérieures, ont donné lieu à plus de 500 réunions de contrôle avec le personnel de gestion afin de l'aider à mettre au point des programmes efficaces de prévention des accidents.

On a effectué trente visites de contrôle de la sécurité dont sept étaient de portée nationale auprès de compagnies ayant des lieux de travail dans toutes les régions. Le contrôle de sécurité est une nouvelle méthode de surveillance et d'appréciation des programmes de prévention des accidents qui permet d'évaluer les conditions du milieu et les méthodes de travail ainsi que les éléments du programme tels que la politique et les attitudes en matière de sécurité, la responsabilité, l'éducation et la formation en matière de sécurité, les inspections sur place, les enquêtes sur les accidents et l'organisation de la sécurité. Ces contrôles et d'autres visites des lieux de travail ont dévoilé une foule de problèmes d'environnement, comme le bruit, la poussière, les vapeurs toxiques et l'éclairage. Près de huit cents enquêtes techniques ont eu lieu et ont été analysées au cours de l'année.

On a reçu, de la part de syndicats ou d'employés, plus de deux cents plaintes concernant les conditions et les méthodes dangereuses de travail. La plupart d'entre elles ont été réglées au moyen d'enquêtes sur place. De plus, on a reçu 730 demandes de conseils techniques et de renseignements sur la sécurité. C'est plus que le double du nombre de demandes reçues l'an passé.

Près de 1,000 réunions ont été tenues avec des représentants du patronat et des syndicats en vue de régler les plaintes et de fournir des conseils techniques et d'autres services de consultation.

## Division de la réparation des accidents

La Division de la réparation est chargée de l'application de la Loi sur l'indemnisation des employés de l'Etat qui protège, en cas d'accident, 278,000 personnes employées par 113 ministères et organismes du gouvernement fédéral.

## Statistique sur les accidents

financière 1972-1973:

Voici un bref compte rendu de la situation et des activités principales de la Division au cours de l'année

consultation où les réalisations ont presque doublé.

de la plupart des secteurs de programme et plus particulièrement dans ceux des enquêtes techniques et de la formation et de statistique. Comparativement à la situation de l'année dernière, l'activité s'est accrue dans le cas de réglementation, d'inspection, de contrôle de sécurité, d'enquêtes techniques, de consultation, d'éducation, de

Maintenant dans sa cinquième année d'existence, la Division poursuit son objectif au moyen de programmes

Étant donné qu'antérieurement au 1<sup>er</sup> mars 1973, les entreprises qui relèvent de l'autorité du gouvernement fédéral n'étaient pas tenues de soumettre un rapport annuel sur les accidents, le rapport statistique de la présente année financière est incomplet. On estime que le coût des accidents, ouvrant droit à l'indemnisation, s'est élevé à 30 millions de dollars et que le coût indirect en dommages à la propriété, en perte de production, etc., a été d'au moins 120 millions de dollars.

Un programme d'ordinateur a été établi afin de traiter les rapports annuels des accidents et obtenir une statistique nationale. Il sera en plein fonctionnement l'an prochain.

## Règlements et services destinés à assurer leur application

Dix-sept règlements sur la sécurité et l'hygiène du travail sont maintenant en vigueur. Trois autres, dont ceux qui se rapportent aux dangers de l'électricité et à l'examen médical des conducteurs de camions, de même qu'une ample révision du Règlement du Canada relatif à la sécurité dans les mines de charbon sont actuellement en voie de réalisation.

L'application des règlements ainsi que quelque 18,000 inspections de lieux de travail et de machines, menées au nom du Ministère par les inspecteurs provinciaux, constituent un aspect important du programme de réglementation de la division pour l'année 1972-1973.

On a tenu avec des représentants du patronat et des syndicats près de 600 réunions pour traiter d'instructions émises par les agents de sécurité, des plaintes et d'autres problèmes d'application.

## Éducation

En collaboration avec le Conseil du Trésor, quatre numéros de la revue intitulée «Sécurité — Fonction publique» ont été publiés au cours de l'année en vue de renseigner les membres de la Fonction publique sur les questions de prévention des accidents, pour autant qu'il s'agisse de la politique du Conseil du Trésor en matière de sécurité et d'hygiène du travail et de son application à la Fonction publique. Le tirage actuel est de 29,000 exemplaires de chacun des numéros.

Un nouveau périodique, **Safety Perspective Sécurité**, qui contient des renseignements sur les questions de prévention des accidents, a paru deux fois au cours de l'année 1972-1973 et a été distribué aux entreprises qui sont assujetties à la Partie IV du Code canadien du Travail. Le tirage a atteint 45,000 exemplaires de chaque numéro. Un certain nombre d'autres publications ont aussi été mises en circulation, dont un bulletin de la sécurité visant à expliquer la portée et l'application des dix-sept règlements publiés au cours des deux dernières années. La Division a réalisé deux bandes filmées sonores, l'un traitant de l'utilisation sûre de la hache et l'autre de l'utilisation sûre de la tronçonneuse.

barèmes de salaires à l'égard de contrats pour la fourniture de services comme le nettoyage de l'intérieur d'édifices publics, le déneigement d'aménagement de bureau, l'aménagement paysager, l'enlèvement de la neige et des déchets et la fourniture d'aliments aux camps militaires.

Au cours de l'année 1972-1973, la Direction a établi 4.208 exposés de conditions de travail à l'intention d'adjudicataires, comparativement à 5.326 au cours de 1971-1972 et 5.115 au cours de 1970-1971.

## Application de la Loi sur les justes salaires

Toutes les plaintes portant que des entrepreneurs ont omis d'observer les normes ont fait l'objet d'enquêtes. En outre, on a poursuivi la politique des inspections planifiées.

Au cours de l'année financière, on a procédé à 953 inspections portant sur les salaires, la durée du travail et sur d'autres conditions de travail, y compris les dispositions interdisant la discrimination, chez les entrepreneurs chargés de l'exécution des contrats du gouvernement. De ce nombre, 722 visaient des entrepreneurs généraux et 231, des sous-traitants. Les chiffres correspondants pour l'année 1971-1972 étaient respectivement de 1.213, de 835 et de 378.

L'application des conditions de travail prescrites et des barèmes de justes salaires en 1972-1973 a mené au recouvrement d'une somme totale de \$101.357 perçue de 167 entrepreneurs et devant être répartie entre 1.593 travailleurs en paiement d'arrérages de salaires. Au cours de l'exercice de 1971-1972, les arrérages de salaires recouverts s'élevaient à \$107,193, au nom de 1.060 employés de 140 entrepreneurs.

## Taux de salaire équitables

Au cours de l'année, on a établi 8.299 taux de salaire équitables, applicables à des contrats du gouvernement. En réponse à 191 demandes, on a fixé 490 autres taux de salaire applicables aux employés de ministères et organismes du gouvernement.

Les agents du Ministère ont mené des enquêtes sur les salaires dans 63 zones, pour recueillir des renseignements sur les taux de salaire versés par les entrepreneurs de l'industrie de la construction et les employeurs qui d'autres industries dans diverses régions du Canada. Au cours de ces enquêtes on a interrogé 2.939 employeurs qui comptent 63.341 travailleurs rémunérés à l'heure. On a tiré des renseignements supplémentaires des lois provinciales du travail et des conventions collectives.

## PREVENTION DES ACCIDENTS ET INDEMNISATION

Les principales fonctions de la Direction consistent à établir et à appliquer, en conformité avec les dispositions de la Partie IV du Code canadien du travail (Sécurité du personnel), une norme satisfaisante de sécurité du travail dans les entreprises relevant de l'autorité fédérale et dans la Fonction publique et à assurer l'application de la Loi sur l'indemnisation des employés de l'Etat, en vertu de laquelle des indemnités pour lésions subies au travail sont versées aux employés du gouvernement fédéral. La Direction assure en outre l'application de la Loi sur l'indemnisation des marins marchands.

## Division de la prévention des accidents

### Généralités

Le principal objectif de la Division de la prévention des accidents est de s'assurer que le travail exécuté dans la Fonction publique du Canada et les entreprises qui sont assujetties aux dispositions de la Partie IV du Code canadien du travail présente le moins de danger possible pour la sécurité et la santé de leurs 750.000 employés.



Même si la Loi sur les justes salaires et les heures de travail ne s'applique pas aux contrats pour la fourniture de services, on a, à la demande d'un certain nombre de Ministères et organismes et gouvernement, établi des

ou à l'aide des deniers publics.

La Loi sur les justes salaires et les heures de travail et l'arrêté ministériel C.P. 1954-2029 concernant la politique des justes salaires établissent des normes régissant les salaires, la durée du travail et d'autres conditions de travail à l'égard des employés affectés à des travaux exécutés à forfait pour le compte du gouvernement fédéral

## Contrats fédéraux pour travaux de construction, de rénovation, de réparation ou de démolition

En outre, 1,707 inspections planifiées ont été effectuées. De ce nombre, 402 ont révélé des infractions au Code et ont donné lieu au recouvrement de \$388,688 en arriérés de salaires.

On a enquêté sur 998 plaintes. De ce nombre, 478 signalaient des infractions au Code et ont donné lieu au recouvrement de \$171,026 en arriérés de salaires.

## Programme de mise en application du Code

- on a fait état, en vertu de l'article 12(2) du décret, de cinq cas où 22 conducteurs routiers avaient travaillé au total 477 heures d'urgence au-delà de la durée maximale du travail prescrite dans leurs périodes respectives de calcul de la moyenne.
- on a fait état, en vertu de l'article 9(2) du décret, de 42 cas où 1,098 employés avaient travaillé au total 6,021 heures d'urgence au-delà de la durée hebdomadaire maximale prescrite;
- on a fait état, en vertu de l'article 8(5) du décret, de onze cas où 709 employés avaient travaillé au total 6,478 heures au-delà de la durée hebdomadaire maximale prescrite;
- onze permis ont été émis en vertu de l'article 8(1) du décret, autorisant le travail au-delà de la durée hebdomadaire maximale prescrite;
- on a reçu deux avis de calcul de la moyenne des heures de travail sur des périodes d'au plus treize semaines consécutives, en vertu de l'article 10 du décret; quelque 25 conducteurs routiers étaient en cause;

Décret prolongeant la durée du travail dans le transport des marchandises par véhicules automobiles:

## Activités au chapitre des décrets de prolongation

- cinquante demandes d'approbation d'une année civile ou d'une autre année comme année d'emploi aux fins du congé annuel ont été approuvées en vertu de l'article 16 du Règlement d'application.
- on a reçu vingt-six avis d'ajournement de congé annuel touchant quelque 257 employés, en vertu de l'article 15a) du Règlement d'application;
- on a accordé onze autorisations de renonciation au congé annuel, conformément à l'article 14 du Règlement d'application; quelque 102 employés étaient en cause;
- une exemption de l'application de l'article 35 du Code, visant deux employés qui reçoivent une formation sur place, a été accordée en vertu de l'article 11 du Règlement d'application;

- c) Chemins de fer — Cette enquête s'est limitée à la durée du travail des employés des services roulants et le règlement touchant ces employés fait présentement l'objet d'une étude.
- d) Sociétés de la Couronne — Cette enquête avait trait à la durée du travail de certaines catégories d'employés de la Société de développement du Cap-Breton à la mine de charbon Princess située dans la ville de Sydney Mines (N.-E.). Le règlement fait actuellement l'objet d'une étude.

## Salaire minimum — Division II

La Division II du Code stipule que le gouverneur en conseil peut hausser le salaire horaire minimum, par voie de décret. Les décrets du conseil ci-après ont modifié, à compter du 1<sup>er</sup> novembre 1972, les taux de salaire minimums ainsi qu'il suit:

- (i) (DORS/72-264) prévoit une augmentation de \$1.75 à \$1.90 l'heure à l'égard des employés âgés de 17 ans ou plus, et
- (iii) (DORS/72-333) prévoit une augmentation de \$1.50 à \$1.65 l'heure à l'égard des employés âgés de moins de 17 ans.

## Latitude dans l'application du Code

Quelques-unes des dispositions du Code donnent aux employeurs une certaine latitude dans l'application de ses normes à leurs entreprises:

- en vertu de l'article 33(1) du Code, on a accordé 101 permis autorisant le travail au-delà de la durée hebdomadaire maximale du travail prescrite;
- on a fait état, en vertu de l'article 33(5) du Code, de quatre-vingt-deux cas où 40,548 employés avaient travaillé au total 612,573 heures au-delà de la durée hebdomadaire maximale du travail prescrite;
- on a fait état, en vertu de l'article 34(2) du Code, de 1,224 cas où 69,234 employés avaient travaillé 775,773 heures d'urgence au-delà de la durée hebdomadaire maximale du travail prescrite;
- une autorisation a été émise en vertu de l'article 37 du Code, permettant l'emploi d'une personne atteinte d'une invalidité à un taux inférieur au minimum prescrit par l'article 35 du Code;
- on a reçu, en vertu de l'article 51(1a), onze avis de substitution de jours fériés légaux, visant quelque 647 employés; trente et une autorisations de substitution de jours fériés légaux, visant quelque 971 employés, et une révocation de l'approbation de substitution de jour férié légal, touchant environ 22 employés, ont été émises en vertu de l'article 51(1b) du Code;

- deux exemptions de l'application de la condition prévoyant un avis de cessation d'emploi collective, touchant quelque 855 employés, ont été accordées en vertu de l'article 60.3 du Code;
- on a autorisé, dans treize cas, l'application de périodes de plus de 13 semaines aux fins du calcul de la moyenne des heures de travail, en vertu de l'article 5 du Règlement d'application; environ 383 employés étaient en cause;
- on a reçu quarante avis d'adoption de périodes d'au plus 13 semaines aux fins du calcul de la moyenne des heures de travail, en vertu de l'article 6 du Règlement d'application; environ 1,996 employés étaient en cause;

# PROGRAMME DES NORMES D'EMPLOI

Le programme des normes d'emploi porte sur l'élaboration et l'application des normes établies en vertu du Code canadien du travail (Partie III — Normes du travail, Partie IV — Sécurité du personnel), de la Loi sur les justes salaires et les heures de travail et des arrêtés ministériels qui s'y rapportent; sur l'application de la législation concernant la réparation des accidents du travail lorsqu'il s'agit des fonctionnaires fédéraux et des marins marchands; enfin, sur les programmes qui visent à apporter des changements dans les attitudes et les pratiques relatives à la condition de la femme afin d'accélérer son intégration professionnelle et salariale dans la population active. L'application du programme est répartie entre la Direction des normes du travail, la Direction de la prévention des accidents et de l'indemnisation et le Bureau de la main-d'oeuvre féminine.

## NORMES DU TRAVAIL

La Direction des normes du travail est chargée de l'application de la Partie III du Code canadien du travail (Normes du travail), de la politique du Gouvernement du Canada en matière de justes salaires et de la Loi sur les justes salaires et les heures de travail. Elle se compose d'une administration centrale comptant deux divisions, et de neuf bureaux régionaux situés à St. John's, Halifax, Fredericton, Montréal, Ottawa, Toronto, Winnipeg, Edmonton et Vancouver.

La Direction enquête sur toutes les plaintes et met en oeuvre un programme d'inspections planifiées en vue d'assurer l'application de la loi. Elle procède également à des enquêtes annuelles sur les salaires afin d'établir les taux de salaire qu'il convient de payer aux travailleurs affectés aux entreprises de construction du gouvernement fédéral.

## Partie III du Code canadien du travail (Normes du travail) — Généralités

La Partie III du Code canadien du travail établit des normes minimales en matière de durée du travail, de salaire minimum, d'égalité des salaires, de vacances, de jours fériés, de congés de maladie, de cessations d'emploi collectives et individuelles, d'indemnités de départ et de saisie-arrêt.

## Durée du travail — Division I

La Division I de la Partie III du Code stipule qu'à la suite d'une enquête, le gouverneur en conseil peut édicter un règlement qui modifie les dispositions du Code concernant la durée normale et maximale du travail et les heures supplémentaires. Cela peut arriver lorsque l'application des dispositions sans adaptation nuirait indubitablement aux intérêts des employés touchés ou causerait un grave préjudice à la marche de l'établissement industriel. Une disposition prévoit aussi l'exclusion, après enquête, de certaines catégories d'employés.

Au cours de l'année, des enquêtes ont été menées dans les industries ci-après:

- a) Transport maritime — Des enquêtes ont été menées sur la côte ouest et à Terre-Neuve et ont mené à l'édiction du Règlement sur la durée du travail des employés du transport maritime de la côte ouest (DORS/72-432 émis le 10 octobre 1972) et du Règlement sur la durée du travail des employés du transport maritime à Terre-Neuve (DORS/73-67 publié le 31 janvier 1973).
- b) Transport routier — Cette enquête a mené à l'édiction du Règlement sur la durée du travail des conducteurs de véhicules automobiles (DORS/72-431 publié le 10 octobre 1972).



La Direction a aussi publié, pour aider les comités, des brochures et autres matières portant sur la consultation mutuelle. Des articles d'information sur la consultation mutuelle ont été publiés dans le périodique de la Direction, **Travail d'équipe dans l'industrie**. La publication en question paraît dix fois par année et est distribuée gratuitement à tous ceux que la consultation mutuelle intéresse. Son tirage en langue anglaise est de 37,000 exemplaires et de 14,000 en langue française.

Une nouvelle publication, **Le rôle du conflit**, a été imprimée en 1972-1973. La forte demande de cette brochure, dès sa parution, indique qu'elle répond à un besoin dans le domaine des relations industrielles. On a aussi procédé à la réimpression de la brochure **Le sens de la consultation mutuelle** et du dépliant **Savez-vous écouter?**

## CONSULTATION OUVRIÈRE-PATRONALE

sensibiliser d'avantage la population aux problèmes qui existent encore dans ce domaine, la Direction continue de distribuer de grandes quantités de publications diverses qui traitent des dispositions de la Loi sur les justes méthodes d'emploi et de divers aspects des droits de l'homme.

Les agents des relations industrielles ont continué de promouvoir de saines relations du travail par la formation de comités de consultation ouvrière-patronale; ils ont dispensé divers services de soutien aux comités déjà en place et ont établi un dialogue fructueux entre le salariat et le patronat dans tous les secteurs de l'économie.

Les dix-neuf représentants extérieurs de la Direction ont effectué 1,353 visites dans les industries relevant de l'autorité fédérale et 1,186 visites dans les industries relevant de l'autorité provinciale. Au 31 mars 1973, 516 comités dans des industries relevant de l'autorité fédérale et 2,151 comités dans des industries relevant de l'autorité provinciale étaient inscrits auprès de la Direction, pour porter le total des comités à 2,667. Les 516 comités dans les industries relevant de l'autorité provinciale en représentation plus de 185,000 travailleurs tandis que les comités inscrits auprès de la Direction se trouvent dans l'industrie manufacturière et les industries de service; on en compte aussi dans des industries comme celles de la construction, des transports, d'exploitation minière, de l'exploitation forestière, des communications, du commerce de gros, du commerce de détail et de la finance.

Conformément à la politique visant à encourager le maintien de comités forts et viables, un effort supplémentaire a été fourni cette année en vue d'aider à l'établissement de 67 nouveaux comités inscrits auprès de la Direction. On a également redoublé d'efforts pour permettre à certains comités d'atteindre une norme plus favorable à l'établissement de saines relations industrielles. Cela a souvent nécessité un travail intensif auprès d'organisations particulières, notamment l'organisation de colloques et de réunions destinées à faire valoir le point de vue de la Direction.

Un autre aspect du programme de la Direction consiste dans l'organisation de conférences ouvrières-patronales régionales. Grâce à ces conférences, le principe de la réunion de consultation mutuelle est élargi afin d'intéresser les gouvernements fédéral, provinciaux et municipaux ainsi que les dirigeants syndicaux et les représentants patronaux de la collectivité. Trois conférences de cette nature ont eu lieu en 1972-1973.

La première conférence, qui a été tenue en avril à Charlottetown (Île-du-Prince-Édouard), a porté sur le Comité industriel conjoint pour l'Île-du-Prince-Édouard. Des 182 délégués qui y ont participé, 40 p. 100 étaient du monde ouvrier, 39 p. 100 du patronat et 21 p. 100 représentaient les maisons d'enseignement, le clergé et les gouvernements municipaux, provincial et fédéral. Les délégués ont accepté à l'unanimité le principe d'un comité industriel conjoint.

En novembre, une conférence a été organisée à l'intention des représentants syndicaux et patronaux de l'industrie maritime et des industries connexes de la région de Niagara. Des relations syndicales-patronales constructives étaient le thème de la conférence.

La troisième conférence de la Direction a été tenue à Brantford (Ontario) et 128 représentants de syndicats, de compagnies et d'autres organisations du district de Brantford et de l'Érie central y ont assisté. La conférence a porté sur l'influence des relations syndicales-patronales sur la collectivité.

La plupart des industries de la région étaient représentées: 45 p. 100 des délégués venaient du patronat, 30 p. 100 des syndicats et 25 p. 100 d'autres groupes. Presque tous les délégués ont été d'avis que la conférence avait atteint les objectifs énoncés dans le programme.

syndicat, pour des motifs de race, de religion, de couleur ou d'origine nationale. On a eu recours, également, aux services de la Direction pour mener des enquêtes et régler des cas de plaintes de discrimination pour les mêmes motifs au sein de la Fonction publique du Canada.

La Direction a aussi entretenu de bons rapports avec de nombreuses organisations afin de faire mieux comprendre et accepter ses objectifs par la population. Elle a mené une campagne nationale de promotion, en français et en anglais, par l'entremise de divers média. Dans quelque quarante villes et municipalités elle a plutôt opté pour la publicité dans les véhicules de transport en commun pour atteindre les personnes assujetties à la Partie I du Code. Cette phase de la campagne faisait suite aux annonces passées à la radio et à la télévision, dans la presse ethnique et les sections en couleur des journaux du samedi.

La campagne a fait surgir un grand nombre de plaintes, de demandes de renseignements et d'observations relativement à la loi sur les justes méthodes d'emploi.

L'enquête vise avant tout à déterminer les faits qui ont entraîné une allégation de discrimination, à favoriser un règlement ou à trouver un terrain d'entente entre le plaignant et le répondant dans le cadre et selon l'esprit de la loi.

Dans un grand nombre de situations qui ont fait l'objet d'enquêtes, les résultats n'ont pas été révélateurs, mais la présence d'un enquêteur de la Direction des justes méthodes d'emploi a manifestement profité aux deux parties. La participation active de l'agent peut jeter de la lumière sur les problèmes possibles de discrimination et sur des pratiques médiocres concernant le personnel. Ces renseignements sont utiles aux administrateurs en ce qu'ils élucident les problèmes de gestion des ressources humaines et les difficultés des membres de groupes minoritaires au sein de l'organisation. Les résultats d'une enquête peuvent se traduire par des programmes de formation en relations humaines et en gestion, de meilleures méthodes et pratiques en matière d'embauchage et de communication plus efficace entre les parties en cause.

## Résumé des enquêtes formelles menées à la suite de plaintes reçues:

Plaintes réglées	29
Plaintes rejetées	43
Enquêtes en cours	4
Total	76

La Direction prend aussi en considération un grand nombre de plaintes et de demandes d'intervention officielle au sujet de questions que la population qualifie souvent de discriminations, mais qui ne sont pas visées par la Partie I du Code canadien du travail (justes méthodes d'emploi). Au cours de l'année la Direction s'est occupée de quelque 200 lettres et protestations officielles et a renvoyé 50 autres plaintes aux autorités provinciales compétentes.

C'est aussi au cours de l'année que le projet de loi C-206 a été déposé pour modifier la Partie I du Code canadien du travail (justes méthodes d'emploi) de façon à y inclure parmi les motifs de discrimination le sexe, l'âge et l'état civil. Le bill est resté en suspens lorsque la Chambre des communes a été dissoute en vue de l'élection fédérale du 30 octobre.

La Direction a aussi essayé d'entretenir des rapports étroits avec les autres ministères fédéraux, les organismes provinciaux et autres organismes du travail en vue de collaborer aux efforts déployés pour assurer à tous des chances égales en matière d'emploi. Elle a de plus conseillé des organisations de groupes minoritaires dans ce domaine.

Dans le cadre du programme d'information destiné à renseigner la population sur les droits et les obligations que prévoit la loi, les agents de la Direction ont prononcé des discours et des causeries à des réunions tenues sur les plans national et régional par des groupes communautaires et des associations de groupes minoritaires. Afin de



La Direction s'est surtout occupée de régler, conformément à la Partie I du Code canadien du travail du Canada (Justes méthodes d'emploi), les plaintes portant discrimination en matière d'emploi ou d'adhésion à un

## JUSTES MÉTHODES D'EMPLOI

**Demandes de disposition pour le règlement définitif de différends concernant l'interprétation ou la violation de conventions collectives** — L'article 125 du Code stipule que, lorsqu'une convention collective ne renferme pas de disposition pour le règlement définitif de différends concernant l'interprétation ou la violation de la convention, on peut demander au Conseil de prescrire une disposition à cette fin. Aucune demande de ce genre n'a été reçue au cours de l'année.

Vingt-trois demandes de révision ont été reçues au cours de l'année et deux étaient à l'étude à la fin de l'année précédente. De ces 25 demandes, 21 ont été agréées, deux ont été rejetées, une a été retirée et une s'est perimée.

**Demandes de révision** — L'article 163 (2) du Code stipule qu'une décision ou une ordonnance du Conseil est définitive et péremptoire et n'est pas susceptible de contestation ni de révision, mais le Conseil peut, s'il le juge à propos, reconsidérer toute décision ou ordonnance qu'il a rendue en vertu du Code et peut la modifier ou la révoquer.

Au cours de l'année, sept demandes de révocation d'accréditation ont été reçues. De ces sept demandes, cinq ont été agréées et deux, rejetées.

**Demandes de révocation d'accréditation** — En vertu de l'article 117 du Code, lorsque, de l'avis du Conseil, un agent négociateur ne représente plus la majorité des employés du groupe pour lequel il a été accrédité, le Conseil peut révoquer l'accréditation.

**Plaintes à défaut de négocier** — Au cours de l'année, aucune plainte n'a été adressée au ministre en vertu de l'article 149 de la Partie V du Code canadien du travail (Relations industrielles), portant qu'une partie a omis de négocier collectivement.

## Autres activités

Les 19 demandes d'accréditation qui ont été rejetées l'ont été, dans huit cas, parce que le demandeur n'avait pas réussi à prouver qu'il représentait la majorité des personnes en cause; trois ont été rejetées parce qu'elles avaient trait à des travailleurs et des employeurs occupés à un travail, une affaire ou une entreprise qui n'entrerait pas dans le champ d'application du Code; enfin, huit ont été rejetées pour des raisons diverses.

Les 135 demandes d'accréditation d'agents négociateurs reçues par le Conseil touchaient quelque 6,600 travailleurs. En outre, 33 demandes d'accréditation étaient à l'étude à la fin de l'année précédente. De ces 168 demandes qui touchaient directement quelque 9,250 travailleurs, 89 ont été agréées, 19 rejetées, 26 retirées et cinq se sont perimées. À la fin de l'année, les 29 autres demandes étaient encore à l'étude. Au cours de l'année, le Conseil a ordonné la tenue de 14 scrutins de représentation dans le cas des demandes d'accréditation.

Le Conseil canadien des relations du travail a siégé 41 jours au cours de l'année. Il a tenu 34 séances au cours desquelles il a entendu les témoignages oraux présentés par des représentants d'employeurs, de syndicats ouvriers et de diverses autres parties en cause dans 37 cas. Un bon nombre des cas soumis au Conseil sont réglés sans qu'il soit nécessaire de tenir d'auditions.

Le Conseil continuera d'exercer son activité au cours de l'année financière 1973-1974 jusqu'au règlement des cas dont il doit s'occuper. Au cours de cette période, le personnel du nouveau conseil veillera à la bonne marche des services administratifs au nom de l'ancien conseil.

On a institué des commissions de conciliation dans le cas de 31 différends. (Un différend a été directement soumis à une commission de conciliation peu avant la fin de l'année). De plus, 15 commissions de conciliation instituées l'année précédente ont continué leur travail au cours de l'année. Dans le cas de 26 des 46 conflits, on est parvenu à un règlement fondé sur les rapports des commissions, ou on les a réglés au cours de négociations subséquentes à la conciliation, ou grâce aux services de médiation du Ministère. Sept différends n'ont pas été réglés et des grèves légales ont éclaté. A la fin de l'année, les commissions de conciliation étaient encore saisies de 13 différends.

## Programme de spécialistes d'industries

Depuis l'inauguration du programme jusqu'à la fin de l'année financière, 154 cas dans des diverses catégories susmentionnées ont été confiés aux spécialistes d'industries qui ont vu leurs efforts couronnés de succès dans 83 p. 100 des cas dont ils se sont occupés jusqu'au bout.

## Autres mesures

**Demandes d'autorisation de poursuite** — Le ministre a reçu 16 demandes d'autorisation de poursuite en vertu de l'article 152 du Code canadien du travail (Partie V). Huit de ces demandes ont été agréées; quatre ont été retirées; deux ont été abandonnées; une a été rejetée et une est encore à l'étude.

**Plaintes d'infraction au code** — Le ministre a reçu six plaintes d'infraction alléguée aux dispositions du Code; l'article 150 autorise toute personne qui se prétend lésée en raison d'une telle infraction de porter plainte. Une de ces plaintes a donné lieu à l'autorisation de poursuivre, quatre ont été retirées et une est encore à l'étude.

Depuis l'entrée en vigueur de la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail jusqu'à la fin de l'année financière, 156 plaintes ont été formulées en vertu de l'article 150. Vingt-deux cas ont été réglés, un par une commission d'enquête industrielle et 21 par des conciliateurs. Trente-sept cas n'ont pas été réglés ou ont été rejetés faute de preuve; 47 ont été retirés, dont huit à la suite de l'institution d'une commission d'enquête industrielle; 22 ont été abandonnées; 27 ont donné lieu à l'autorisation ou au refus d'autorisation de poursuivre et un cas est encore à l'étude.

**Arbitrage** — Au cours de l'année, le ministre a reçu des parties à des conventions collectives, 23 demandes de désignation d'un arbitre pour connaître du différend ayant surgi entre les parties concernant l'interprétation ou la violation de la convention collective. Le ministre a nommé un arbitre dans 19 cas. Dans les autres cas, les demandes ont été retirées, abandonnées, ou les parties ont pris d'autres dispositions. La désignation d'un arbitre par le ministre n'est pas exigée par la Loi, mais c'est un service rendu en vertu de l'article 125 du Code.

## REPRÉSENTATION DES TRAVAILLEURS

La Direction de la représentation des travailleurs fournit le personnel requis aux fins de l'application des dispositions de la Partie V du Code canadien du travail (Relations industrielles), qui ont trait aux pouvoirs et aux responsabilités du Conseil canadien des relations du travail.

## CONSEIL CANADIEN DES RELATIONS DU TRAVAIL

L'application de la nouvelle Partie V du Code canadien du travail, qui est entrée en vigueur le 1er mars 1973, a entraîné l'institution d'un nouveau Conseil canadien des relations du travail. Ce dernier constitue un service indépendant du ministère du Travail; il rend compte directement au ministre du Travail dont il relève. L'ancien



## Procédure de conciliation

Les parties ont accepté le rapport et signé une nouvelle convention collective de trois ans.

Au cours de l'année financière, les conciliateurs ont réussi à régler 114 des 180 conflits ouvriers-patronaux qui leur avaient été soumis; de ces 180 conflits, 35 avaient été reportés de l'année précédente et 145 leur avaient été soumis durant l'année. Les conciliateurs n'ont pas pu régler 30 différends et ont recommandé l'institution de commissions de conciliation. Trois conflits ont abouti à des grèves légales à la suite des efforts infructueux du conciliateur et trois autres se sont éteints. A la fin de l'année, les conciliateurs avaient en main 30 conflits.

**Camionnage** — Un grave conflit dans le domaine du camionnage au Québec a nécessité les services d'un conciliateur aux mois de mars et avril. Il opposait le **Motor Transport Industrial Relations Bureau of Québec (Inc.)** (représentant certaines compagnies membres relevant de l'autorité fédérale) à la section locale 106 du Syndicat des camionneurs et touchait quelque 2,700 chauffeurs de camion auxquels s'appliquait une convention collective ayant expiré le 31 décembre 1972. Le 27 avril, une commission de conciliation était instituée pour connaître de cette affaire; elle a été pleinement constituée à la fin de mai par la nomination du juge Jacques Coderre, de Montréal, à titre de président. Le ministre a reçu le rapport unanime de la commission en juin.

Les négociations entre la **Towboat Industrial Relations Association** et la Guilde de la marine marchande du Canada touchaient quelque 1,200 travailleurs autorisés. A la fin de novembre, les parties sont elles-mêmes parvenues à un règlement à la suite de négociations directes. Ce dernier qui a été ratifié par les membres du syndicat en janvier 1973, prévoyait une convention collective de trois ans, dont l'application s'étendait sur la même période que celle des deux conventions susmentionnées concernant les travailleurs non autorisés.

**Remorquage maritime** — Le 19 octobre, le ministre a nommé un conciliateur, aide d'un spécialiste d'industrie, pour connaître de deux différends distincts dans le secteur du remorquage maritime, qui opposaient la **Towboat Industrial Relations Association** à deux syndicats représentant des travailleurs non autorisés, le Syndicat international des marins canadiens et la Fraternité canadienne de leurs conventions collectives qui avaient pris fin le 30 septembre 1972 et qui visaient 950 travailleurs non autorisés, au total. A la suite de séances de conciliation intensive, les parties signaient, le 18 janvier 1973, un mémoire d'entente englobant les deux groupements d'employés non autorisés. L'accord, qui a été ratifié par les membres des deux syndicats au début de mars, prévoyait la conclusion de nouvelles conventions collectives de trois ans, en vigueur à compter du 1er octobre 1972 au 30 septembre 1975.

Avant la fin de l'année, une commission de conciliation était instituée pour connaître du différend touchant les chemins de fer entre les Syndicats associés des services ferroviaires non roulants, le Canadien National et le Canadien Pacifique et d'autres sociétés ferroviaires exploitant des parcours restreints. Ce différend touchait quelque 55,000 travailleurs des services ferroviaires non roulants, assujettis à des conventions collectives ayant expiré le 31 décembre 1972. Un peu plus tôt au cours de l'année, de hauts fonctionnaires du Ministère agissant à titre de médiateurs avaient résolu avec succès l'épineuse question concernant le régime de pensions, point important pour toutes les parties intéressées. D'autres négociations importantes dans le secteur ferroviaire étaient encore en cours à la fin de l'année et mettaient en cause l'Association des chemins de fer du Canada (représentant le Canadien National, le Canadien Pacifique et d'autres sociétés ferroviaires exploitant des parcours restreints) et la Division no 4 du Département des employés de chemins de fer de la FAT-COI (représentant les syndicats d'employés d'atelier). Elles touchaient quelque 22,000 travailleurs et se déroulaient sous la direction d'un médiateur du Ministère, qui avait été nommé pour dispenser tôt des services de médiation. A la fin de l'année, le médiateur a dû aussi s'occuper des négociations entre les principales compagnies ferroviaires et les Travailliers unis des transports qui englobent les groupes de serre-freins et d'aides-chauffeurs de diesel.



Le 30 mai, l'Association des employeurs maritimes a suspendu tous les débardeurs pour avoir violé la convention. La grève s'est poursuivie; le 19 juin, le ministre a fait savoir aux deux parties qu'elles ne fussent prêtes à soumettre le litige à l'arbitrage, il se proposait de nommer une commission d'enquête industrielle si les travailleurs retournaient au travail et si l'Association des employeurs maritimes levait la suspension qui pesait sur les débardeurs. L'Association a demandé au juge Gold d'arbitrer le conflit. Le syndicat a refusé de paraître à la séance d'arbitrage. Le 27 juin, le juge Gold a fait connaître sa décision qui favorisait la position de l'Association des employeurs maritimes à reprendre le travail.

Du 30 juin au 3 juillet, de hauts fonctionnaires du Ministère ont procédé à la médiation. L'AEEM a accepté certaines propositions qui avaient été formulées, et les syndicats locaux de Québec et de Trois-Rivières ont convenu de retourner au travail si aucune action n'était intentée contre eux. Toutefois, l'AEEM se refusait d'abandonner toute poursuite si les débardeurs de Montréal ne reprenaient pas aussi le travail. Le 6 juillet, le Parlement a adopté la Loi sur les opérations des ports du Saint-Laurent, qui prévoyait une reprise de l'activité dans tous ces endroits et le recours aux services d'un arbitre pour décider du moment de l'entrée en vigueur du fonds touchant la sécurité d'emploi. Vers le 10 juillet, l'activité dans les trois ports avait commencé à reprendre son cours normal.

Depuis la fin de la grève dans les ports, les employeurs ont constaté qu'il y avait une forte pénurie de fonds nécessaires au paiement des indemnités de sécurité d'emploi. On est à étudier actuellement diverses propositions afin de trouver une solution satisfaisante et durable.

**Transport ferroviaire** — Le 7 avril, un conciliateur était nommé pour connaître des sept différends qui touchaient, au total, 1,050 travailleurs des chemins de fer à l'emploi de la **Québec North Shore and Labrador Railway Company** à Sept-Îles (Québec). Les travailleurs étaient représentés par les syndicats des chemins de fer suivants: la Fraternité des mécaniciens de locomotive, les Travailleurs unis des transports, la Fraternité des préposés à l'entretien des voies, l'Association internationale des machinistes et des travailleurs de l'aérostronautique et la Fraternité des signaleurs de chemins de fer.

Le même conciliateur a aussi été nommé au même moment pour connaître d'un autre différend à Sept-Îles, lequel touchait quelque 94 employés d'une entreprise privée de traiteurs, la société **Crawley and McCracken**. L'Association internationale des machinistes et des travailleurs de l'aérostronautique représentait les travailleurs de cette société, qui assuraient le service de traiteur aux cheminots. Les diverses conventions collectives qui visaient à la fois les employés des chemins de fer et ceux qui étaient affectés au service de traiteur, avaient pris fin le 29 février 1972.

A la suite de l'hospitalisation du conciliateur, deux autres fonctionnaires étaient nommés pour poursuivre la médiation.

Au même moment, des négociations s'engageaient entre la **Iron Ore Company of Canada** et les Métallurgistes unis d'Amérique, mettant en cause 3,700 travailleurs environ. Ces négociations qui étaient menées conjointement avec celles des chemins de fer en raison de questions présentant un intérêt commun pour tous les employés, relevaient des compétences provinciales du Québec et de Terre-Neuve. Chaque province a nommé un médiateur pour assurer les services de médiation. En dépit des questions de compétence en cause, le médiateur fédéral fut celui qui a mené, en substance, la procédure de conciliation.

Le 12 juin, après huit jours de séances de médiation intensive, un règlement est intervenu sous réserve de ratification par les travailleurs des chemins de fer et par les employés proposés au service de traiteur, ainsi que par les 3,700 travailleurs de la société **Iron Ore**. Le 16 juin, les cheminots et les travailleurs affectés au service de traiteur ont ratifié l'entente qui prévoyait diverses conventions collectives de trois ans. Les travailleurs de la société **Iron Ore** ont trouvé l'accord inacceptable et déclenché un arrêt de travail. Peu de temps après, les employés en grève ont accepté les conditions du règlement et sont retournés au travail.

exécutif à déclarer la grève.

Le 6 août, les membres de la section locale de Vancouver ont abandonné les rangs de l'effectif «régulier» et ne se sont présentés au travail que par l'intermédiaire du bureau d'embauchage auquel ils devaient faire appel quotidiennement, entraînant ainsi la quasi-fermeture du port de Vancouver. Le 7 août, M. Hall a continué d'aider les parties. Toutefois, il a été incapable d'amener un retour au travail ou de progresser vers un règlement. Les 10 et 11 août, le syndicat soumettait au vote la question de la grève et, à la majorité des voix, il autorisait le comité

pas parvenues à une entente le 31 décembre.

À la fin de novembre, l'Association des employeurs a demandé l'aide d'un médiateur. En décembre, le ministre a nommé M. le juge Nemetz de la Cour d'appel de la Colombie-Britannique à titre de médiateur spécial. N'ayant pas réussi à amener un règlement par voie de la médiation, ce dernier a présenté son rapport en date du 26 décembre, au ministre. Un accord est intervenu vers la mi-janvier; les travailleurs syndiqués l'ont ratifié après l'explication du rapport.

Grâce à la médiation, un spécialiste d'industrie est parvenu à régler un différend touchant les ports de Toronto et d'Hamilton et opposant l'Association des employeurs maritimes ainsi que les Commissaires des ports de Toronto et de Hamilton à l'Association internationale des débardeurs. Les conventions collectives, qui ont pris fin le 31 décembre 1971, visaient 700 travailleurs environ. En avril 1972, les séances de médiation ont débuté, mettant en présence le spécialiste d'industrie et les parties, et se sont poursuivies avec les divers groupes jusqu'en août. Un mémoire d'entente a alors été signé et ratifié par la suite par les membres du syndicat. De nouvelles conventions collectives ont été conclues pour une période de trois ans et entraient en vigueur à compter du 1er janvier 1972. Les efforts du spécialiste d'industrie ont abouti à un règlement qui n'a nécessité aucun recours à la conciliation en règle.

À la fin de l'année, une commission de conciliation, présidée par le juge Alan B. Gold, était instituée pour connaître du différend opposant l'Association des employeurs maritimes à l'Association internationale des débardeurs. Ce différend touchait les ports de Montréal, Québec et Trois-Rivières et visait quelque 3,100 travailleurs environ. Grâce à l'aide apportée par un spécialiste d'industrie de Montréal, les parties ont pu signer toutes les conventions collectives le 19 avril 1972. Ces contrats de trois ans, en vigueur à compter du 1er janvier 1972 au 31 décembre 1974, prévoyaient une augmentation de salaire globale de 50c l'heure, répartie sur toute la durée de leur période d'application, ainsi que des régimes de revenu garanti, de santé et de bien-être, l'importance numérique des équipes de travail, des cours de formation et un meilleur régime de pensions.

Le 9 mai, les débardeurs ont débryé dans les ports afin d'appuyer la grève générale du Front Commun au Québec. L'Association des employeurs maritimes a obtenu une injonction contre le syndicat pour que les hommes reprennent le travail et a intenté une action en dommages et intérêts. Le 10 mai, les débardeurs étaient de retour dans les trois ports. Le 12 mai, ceux de Montréal ont de nouveau débryé alors que leurs confrères de Trois-Rivières et de Québec demeuraient à leur poste. Cette deuxième grève était le fruit d'un désaccord au sujet de l'interprétation de deux clauses de la convention collective, que le syndicat refusait de soumettre à l'arbitrage. Le 14 mai, les débardeurs ont repris leur travail, mais le 16, ils ont de nouveau déclenché la grève dans les trois ports alors que le syndicat refusait toujours de soumettre le différend à l'arbitrage. L'Association des employeurs maritimes a demandé au ministre la permission de poursuivre le syndicat, mais la requête a été refusée puisque le conflit devait être arbitré comme le prévoyait la convention.



Un autre différend a opposé la société Nordair Limitée, Aéroport international de Montréal, à ses 240 ouvriers d'entretien. Le ministre a nommé une commission de conciliation à la suite de l'échec subi par le conciliateur aide d'un spécialiste d'industrie. La section locale 2309 de l'Association internationale des machinistes et des travailleurs de l'aérospatiale négociait avec l'employeur le renouvellement de la convention collective existante qui avait pris fin le 31 mai 1972. A cette même date, la commission de conciliation nommée M. A.C. Dennis de Lakefield (Ontario) à titre de président. La commission a présenté son rapport au ministre qui l'a rendu public le 1er novembre. A la suite de la publication du rapport, les parties ont poursuivi les négociations qui ont abouti à une impasse; les travailleurs syndiqués ont alors déclenché une grève le 14 novembre. Deux spécialistes d'industrie ont rencontré les parties durant les mois de novembre et décembre et ont réglé un grand nombre de questions en suspens. A la suite de séances de médiation intensive en janvier 1973, on parvenait à une entente conditionnelle qui fut ratifiée par une importante majorité de travailleurs le 19 janvier. Le jour suivant, les parties signaient une nouvelle convention collective de deux ans et la grève prenait fin le 21 janvier.

**Élévateurs à grain** — Un conciliateur et un spécialiste d'industrie n'ayant pas réussi à régler un différend touchant les élevateurs à grain de la côte ouest, le ministre a institué une commission de conciliation pour connaître de cette affaire. Les parties touchées étaient la *United Grain Growers Limited*, la *Manitoba Pool Elevators*, le Syndicat du blé de la Saskatchewan, la *Richardson Terminals Limited*, la *National Grain (1968) Limited*, la *Parrish and Heimbecker Limited* et le Syndicat des manutentionnaires de grain, section 333 de l'Union internationale des ouvriers unis des brasseries, farine, céréales, liqueurs douces et distilleries d'Amérique. Les conventions collectives conclues entre le syndicat et chacun des employeurs, séparément, et visant quelque 500 travailleurs au total, ont expiré le 30 novembre 1971. Le ministre a institué une commission de conciliation qu'il a entièrement constituée le 21 avril 1972 par la nomination de M. Thomas C. O'Connor, de Toronto, à titre de président. Il a reçu le rapport de la commission le 16 août et l'a communiqué aux parties le 18 du même mois. Au cours des séances de médiation qui ont suivi l'activité de la commission de conciliation et que dirigeaient des médiateurs du Ministère, un accord est intervenu le 19 octobre. Le 22 de ce même mois, les travailleurs ont ratifié cet accord qui prévoyait de nouvelles conventions collectives de deux ans expirant le 30 novembre 1973.

Lors d'un différend touchant un certain nombre de sociétés représentées par la *Lakehead Terminal Grain Elevators Association* et la Fraternité des commis de chemins de fer, de lignes aériennes et de navigation, le ministre a nommé une commission de conciliation à la suite des efforts infructueux du conciliateur. La convention collective, qui visait quelque 1,600 manutentionnaires de grain, avait pris fin le 31 décembre 1972. La commission de conciliation a été entièrement constituée le 22 mars par la nomination de M. Arjun P. Aggarwal, de Thunder Bay, Ontario, à titre de président. Elle avait fixé le début des auditions à la fin de l'année.

**Activité portuaire** — Un conciliateur a été nommé le 14 avril pour connaître d'un différend opposant le Conseil des Ports nationaux, Port de Montréal, au Syndicat national des employés du Port de Montréal (CSN). Ce différend mettait en cause quelque 623 manoeuvres et travailleurs proposés aux élevateurs à grain et aux entrepôts frigorifiques, que visait une convention collective ayant expiré le 31 décembre 1971. La commission de conciliation, instituée au début de juin, a été entièrement constituée le 24 juillet par la nomination de M. Reuben Spector, c.r., de Montréal, à titre de président.

Au moment où la commission rédigeait son rapport à la fin de septembre, un accord est intervenu entre les parties grâce aux services de médiation que des agents du Ministère à Montréal ont assurés. Cet accord que les travailleurs syndiqués ont par la suite ratifié, prévoyait une convention collective de trois ans expirant le 31 décembre 1974.

**Débarbage** — Le 13 juin, un différend opposant l'Association des employeurs maritimes de la Colombie-Britannique au Syndicat international des débardeurs et magasiniers (région du Canada), et mettant en cause quelque 3,300 débardeurs de la côte ouest, a nécessité les services d'un conciliateur, aide d'un spécialiste d'industrie. Le 24 juillet, une commission de conciliation était entièrement constituée par la nomination de M. Noel A. Hall, de Vancouver, à titre de président. A la fin de juillet, la commission présentait son rapport au ministre qui le communiquait aux parties au début d'août.



# PROGRAMME DES RELATIONS INDUSTRIELLES

## CONCILIATION ET ARBITRAGE

### Services de conciliation

Les différends qui ont le plus exigé des services de conciliation du Ministère en 1972-1973 se rapportaient au transport aérien, aux éleveurs à grain, à l'activité portuaire, au débardage, au transport ferroviaire, au remorquage maritime et au camionnage.

**Transport aérien** — Le 8 novembre, un spécialiste d'industrie était chargé d'assister à toutes les séances de négociation en vue du renouvellement de la convention collective entre Air Canada et l'Association canadienne des pilotes de lignes aériennes, qui visait quelque 1,100 pilotes. La convention collective devait expirer le 31 janvier 1973. Le spécialiste d'industrie et les parties se sont réunis régulièrement jusqu'au 13 février alors qu'un accord provisoire était conclu.

La majorité des pilotes ont ratifié l'accord dans la semaine du 5 mars et l'on s'attendait à la signature d'une nouvelle convention collective peu de temps après. A la fin de l'année, les premiers officiers parmi les pilotes avaient exprimé leur mécontentement quant aux conditions de l'accord. Toutefois, il semblait peu probable que cette situation empêchât la signature de la nouvelle convention collective.

Lors d'un différend qui touchait la **Wardair Canada Limited** à Edmonton (Alberta), le ministre a nommé une commission de conciliation après que le conciliateur eut échoué dans sa tentative d'amener un règlement. Au mois de juillet 1971, le syndicat, l'Association canadienne des préposés aux services de bord aériens, avait obtenu pour quelque 100 hôtesses des droits exclusifs de négociation à la suite de son accréditation par le Conseil canadien des relations du travail. Le 24 juillet 1972, la commission de conciliation était pleinement constituée par la nomination de M. Thomas C. O'Connor à titre de président. A la suite de la réception par le ministre, le 11 décembre, du rapport de la commission de conciliation, les hôtesses déclenchaient une grève légale le 12 janvier. Dans sa revendication, le syndicat demandait de limiter à 14 heures la journée de travail prévue et d'en fixer la limite maximum à 16 heures.

Le 15 mars, les parties ont signé un mémoire d'entente sous la forme d'un projet de convention complète. Ce mémoire comprenait un accord écrit entre les parties, qui prévoyait l'arbitrage de l'importante question litigieuse touchant la «journée de travail» en vue de parvenir à une décision finale et exécutoire. M. Thomas C. O'Connor de Toronto a été nommé arbitre. A la fin de l'année, il avait fixé au mois d'avril le début des séances d'arbitrage.

# RECHERCHES ET DÉVELOPPEMENT

## DIRECTION

Administration, bureau du directeur général Economique et recherches sur la législation Recherches sur les pensions et l'assurance	\$ 666,534 2,007,569 168,794 32,771	\$1,294,223 1,752,816 170,672 33,185
TOTAL	\$2,875,668	\$3,250,896

## ETAT COMPARATIF DES DÉPENSES POUR LES ANNÉES 1972-1973 ET 1971-1972

## PAR ACTIVITÉ

## ADMINISTRATION GÉNÉRALE

DIRECTION	1972-73	1971-72
Cabinet du ministre	\$ 344,307	\$ 227,753
Cabinet du sous-ministre	200,520	216,720
Planification centrale	47,617	8,633
Administration du personnel	364,917	323,952
Services financiers et administratifs	1,456,581	1,222,523
Bibliothèque	162,955	129,563
Affaires internationales du travail	340,106	305,679
TOTAL	\$2,917,003	\$2,434,823
RELATIONS PUBLIQUES		
TOTAL	\$ 984,835	\$1,208,423
RELATIONS INDUSTRIELLES		
DIRECTION		
Administration, bureau du SMA	\$ 56,493	\$ 34,848
Conciliation et arbitrage	813,855	660,114
Consultation ouvrière-patronale	656,446	583,927
Représentation des travailleurs	286,528	221,139
Justes méthodes d'emploi	218,982	207,222
TOTAL	\$2,032,304	\$1,707,250
NORMES D'EMPLOI		
DIRECTION		
Administration, bureau du S.M.A.	\$ 54,403	\$ 54,497
Normes du travail	1,471,013	1,330,035
Prévention des accidents et indemnisation	1,982,550	1,774,000
Bureau de la main-d'oeuvre féminine	157,685	126,225
TOTAL	\$3,665,651	\$3,284,757



ETAT COMPARATIF DES DÉPENSES POUR LES ANNÉES 1972-1973 ET 1971-1972

Par article de dépenses

1971-72	1972-73	
\$ 7,505,632	\$ 8,436,271	Personnel . . . . .
5,420,236	6,369,439	Versements statutaires d'indemnités . . . . .
785,846	757,526	Information . . . . .
1,083,915	1,310,508	Services professionnels et spéciaux . . . . .
232,466	192,373	Conseils, commissions, conférences . . . . .
2,278,290	1,778,783	Autres . . . . .
\$17,306,385	\$18,844,900	TOTAL . . . . .

ETAT COMPARATIF DES DÉPENSES PAR CRÉDIT MINISTÉRIEL  
POUR LES ANNÉES 1972-1973 ET 1971-1972

	1972-73	1971-72
Ministre du Travail — Traitement et indemnité d'automobile .....	\$ 16,939	\$ 17,000
Travail — Dépenses aux fins des programmes, les subventions énumérées dans le Budget des dépenses et les dépenses des délégués affectés à des travaux inhérents à l'activité du Canada dans le domaine des Affaires internationales du travail .....	12,458,522	11,869,149
Versements d'indemnités aux employés de l'Etat (Chap. 134, S.R., modifié) et aux marins marchands (Chap. 45, Statuts de 1964-1965) .....	\$6,369,439	5,420,236
TOTAL DES DÉPENSES DU MINISTÈRE ..	\$18,844,900	\$17,306,385

ÉTAT COMPARATIF DES DÉPENSES POUR LES ANNÉES 1972-1973 ET 1971-1972

SOMMAIRE-MINISTÈRE

	1972-73	1971-72
Administration générale	\$ 2,897,003	\$ 2,114,145
Administration . . . . .	20,000	15,000
Subventions et contributions . . . . .		
Relations publiques	984,835	1,208,423
Administration . . . . .		
Relations industrielles	2,032,304	1,707,250
Administration . . . . .		
Normes d'emploi	3,654,851	3,273,257
Administration . . . . .		
Versements d'indemnités aux employés de l'Etat et aux marins marchands . . . . .	6,369,439	5,420,235
Subventions et contributions . . . . .	10,800	11,500
Recherches et développement	2,472,788	2,355,464
Administration . . . . .	402,880	1,221,111
Subventions et contributions . . . . .		
TOTAL DES DÉPENSES DU MINISTÈRE . .	\$18,844,900	\$17,306,385



travail.

extraordinairement. Le déplacement de l'emploi vers les industries de service et les niveaux d'instruction plus élevés contribuent à transformer les attitudes des syndicats, du patronat et des gouvernements à l'égard du monde du

Dans ces conditions de changement continu, le travail des directions du ministère du Travail auxquelles il incombe d'établir des règlements constitue une force stabilisatrice importante.

En novembre 1972, l'honorable John Munro a été nommé ministre du Travail, succédant ainsi à l'honorable Martin O'Connell.

Cette courte revue du travail du Ministère et des conditions qui le caractérisent fait voir le rôle très important qu'il a joué dans la vie sociale et économique en voie d'évolution au Canada. La portée et l'envergure des responsabilités du Ministère et de ses activités, et leurs répercussions sur la scène canadienne ne manqueront pas de retenir l'attention du lecteur des divers chapitres du présent rapport annuel.

# INTRODUCTION

Au cours de l'année qui fait l'objet du présent rapport, le ministère du Travail s'est engagé dans des voies nouvelles, orientant ses efforts différemment et, s'employant, dans une large mesure, à la réalisation d'initiatives et d'entreprises d'un genre nouveau.

La révision de la Partie V du Code canadien du travail (Relations industrielles), importante et attendue depuis longtemps, a été terminée au cours de l'année, après plusieurs années d'études et de consultation, pour assurer un cadre solide aux relations industrielles au cours des années 1970. Le bill C-183 qui a reçu la sanction royale le 7 juillet 1972 et qui a été proclamé en vigueur le 1er mars 1973, présentait la première version révisée de la loi fédérale sur les relations industrielles depuis 1948.

La nouvelle loi réaffirmait la foi du gouvernement dans le processus de la négociation collective libre, y compris le droit de grève. Parmi ses principales dispositions, il s'en trouve qui concernent l'évolution des techniques, l'élargissement du droit de négociation, une meilleure protection contre les pratiques déloyales en matière de travail, un plus grand choix de techniques de règlement des conflits et la création d'un Conseil des relations du travail à plein temps.

Le nouveau Conseil des relations du travail a été nommé peu de temps avant la proclamation. Il est composé d'un président, d'un vice-président et de quatre autres membres, dont deux sont des figures nouvelles et deux faisaient partie de l'ancien conseil.

Les différends qui ont le plus exigé des services de conciliation du Ministère au cours de l'année financière terminée le 31 mars 1973 touchaient le transport aérien, les éleveurs à grain, l'activité portuaire, le débarquement des chemins de fer, le remorquage et le camionnage. Dans le cas de deux des conflits, le Parlement a dû adopter une loi pour assurer la reprise des activités. Le Parlement a adopté, le 6 juillet, la Loi sur les opérations des ports de Saint-Laurent qui pourvoyait à la reprise des opérations aux ports de Montréal, Trois-Rivières et Québec. Plus tard, lorsque les ports de la côte ouest eurent cessé toute activité, le Parlement a été convoqué et a adopté, le 1er septembre, la Loi sur les opérations des ports de la côte ouest. Les parties ont conclu une entente le 31 décembre.

Les spécialistes d'industrie sont intervenus dans le cas des deux conflits pour tenter d'amener les parties à s'entendre. L'ampleur des problèmes, toutefois, et les changements techniques au sein de l'industrie ont toutefois d'exception à la règle générale. Depuis le début du programme jusqu'au 31 mars 1973, les spécialistes d'industrie se sont occupés de 154 cas et ont obtenu de bons résultats dans 83 p. 100 des cas qu'ils ont traités jusqu'à la dernière étape.

Dans le domaine des initiatives nouvelles en matière de recherche, le ministère du Travail a organisé un symposium sur les indicateurs sociaux de la qualité de la vie au travail, qui a eu lieu à Ottawa, en mars 1973. Des travaux ont été présentés sur des méthodes permettant de mesurer la qualité de la vie professionnelle, sur la façon d'aborder l'examen du comportement social, sur les indicateurs de la qualité de la vie au travail et sur les questionnaires utilisés. On a aussi discuté de la satisfaction au travail en tant qu'indicateur de la qualité de l'emploi. Le mécontentement du travailleur, la baisse de moral des cols bleus, le roulement du personnel, l'absentéisme et d'autres symptômes anti-production sont autant d'indicateurs négatifs.

De plus grands espoirs au travail et les qualités changeantes de la population active canadienne sont des facteurs exogènes qui contribuent à façonner le milieu du travail. La participation des femmes a augmenté





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# LES OBJECTIFS DU MINISTÈRE DU TRAVAIL DU CANADA

Le Ministère poursuit l'objectif général énoncé ci-après:

Atteindre au progrès économique et social par des moyens justes en favorisant de saines relations du travail et une amélioration des conditions de travail.

Dans la poursuite de cet objectif fondamental, le Ministère travaille principalement à:

Protéger le droit des travailleurs de se syndiquer et de négocier collectivement;

Régler les différends du travail et encourager la collaboration ouvrière-patronale;

Etablir et maintenir des normes équitables en matière de rémunération, de conditions de travail et de sécurité dans l'emploi;

Garantir des chances égales d'emploi et protéger les droits de l'homme dans les questions relatives au travail;

Procurer des services de recherche, de statistique et d'information en matière de travail aux syndicats, aux employeurs, au gouvernement et au public;

Encourager la consultation tripartite, aux paliers national et international, pour les questions intéressant la main-d'œuvre, et participer à cette consultation.



# LOIS APPLIQUÉES PAR LE MINISTÈRE DU TRAVAIL DU CANADA

Le Code canadien du travail (chapitre L-1, S.R.C. 1970).

La Partie I (Justes méthodes d'emploi) remplace la Loi canadienne sur les justes méthodes d'emploi;

La Partie III (Normes du travail) remplace le Code canadien du travail (Normes) et la Loi sur l'égalité de salaire pour les femmes;

La Partie IV (Sécurité du personnel) remplace le Code canadien du travail (Sécurité);

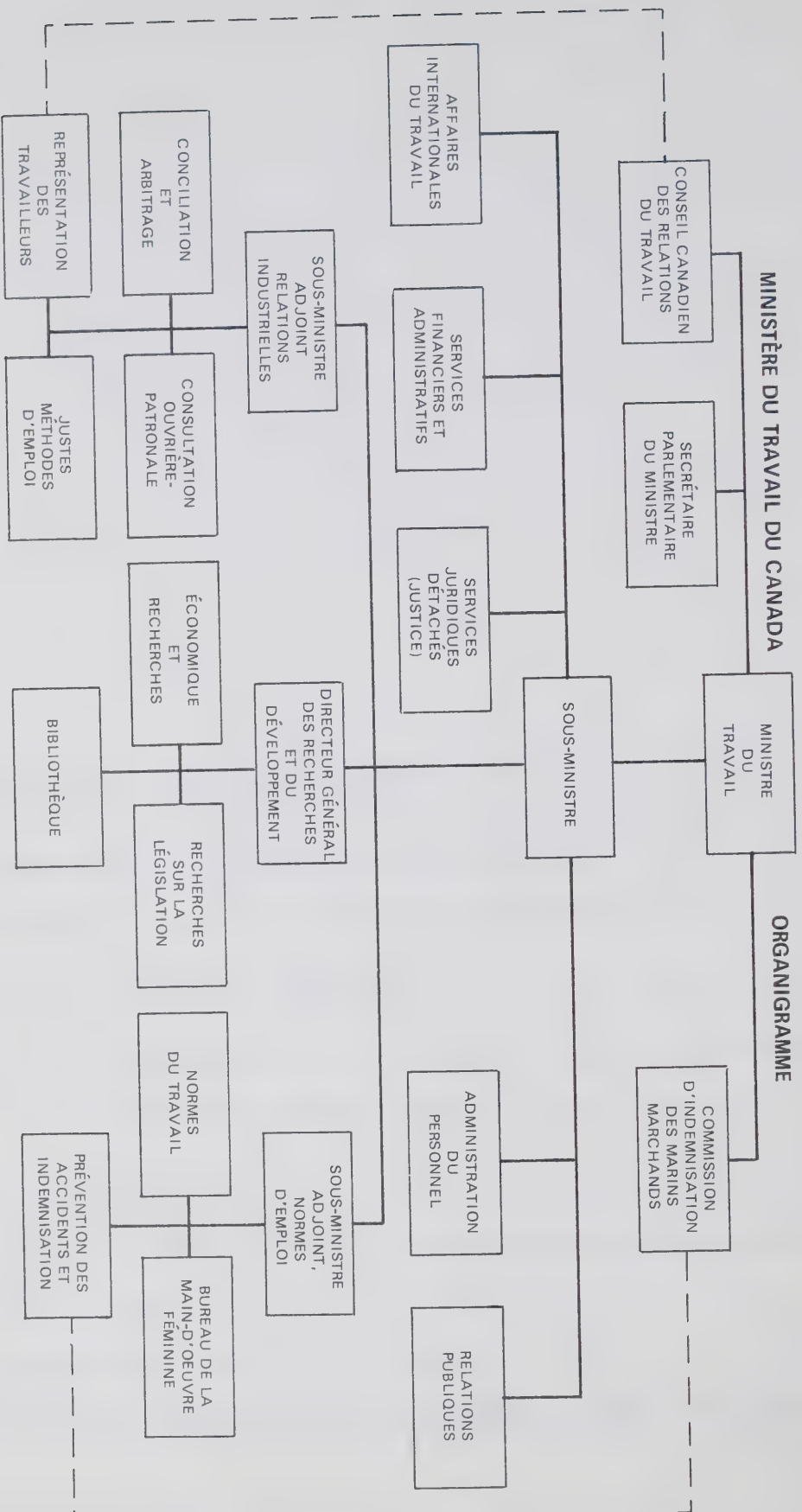
La Partie V (Relations industrielles) remplace la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail.

La Loi sur le ministère du Travail (chapitre L-2, S.R.C. 1970).

La Loi sur les justes salaires et les heures de travail (chapitre L-3, S.R.C. 1970).

La Loi sur l'indemnisation des employés de l'Etat (chapitre G-8, S.R.C. 1970).

La Loi sur l'indemnisation des marins marchands (chapitre M-11, S.R.C. 1970, modifiée par les S.R.C. 1970, chapitre 19, 2e supplément).



# DIRECTIONS DES SERVICES

Directeur, contentieux.....	M. G. Van Berkel
Directeur, Affaires internationales du travail.....	M. John Mainwaring
Directeur, Services financiers et administratifs.....	M. C. J. Helmes
Directeur, Administration du personnel.....	M. E. B. Meredith
Directeur, Relations publiques.....	M. R. Brian O'Regan



# MINISTÈRE DU TRAVAIL DU CANADA

340 ouest, avenue Laurier  
Ottawa (Ontario) K1A 0J2

Ministre du Travail.....  
Chef de cabinet.....  
Adjoints spéciaux.....  
Adjointe ministérielle.....  
Mme Marie Phelan

## PRINCIPAUX FONCTIONNAIRES

Sous-ministre.....  
Adjoint exécutif.....  
M. Bernard Wilson  
M. Keith Deyell

## PROGRAMME DES RELATIONS INDUSTRIELLES

Sous-ministre adjoint.....  
Directeur intérimaire, Conciliation et arbitrage.....  
Directeur, Représentation des travailleurs.....  
Directeur intérimaire, Justes méthodes d'emploi.....  
Directeur, Consultation ouvrière-patronale.....  
M. W. P. Kelly  
M. A. R. Gibbons  
M. G. A. Lane  
M. R. Traversy  
M. K. P. DeWitt

## PROGRAMME DES NORMES D'EMPLOI ET DES PRESTATIONS

Sous-ministre adjoint.....  
Directeur, Normes du travail.....  
Directeur, Prévention des accidents et indemnisation.....  
Directrice, Bureau de la main-d'oeuvre féminine.....  
M. J. -P. Després  
M. B. H. Hardie  
M. J. H. Currie  
Mlle Sylvia Gelber

## PROGRAMME DES RECHERCHES ET DU DÉVELOPPEMENT

Directeur général.....  
Directeur, Economique et Recherches.....  
Directeur, Recherches sur la législation.....  
Directeur, Bibliothèque.....  
M. Harry J. Waisglass  
M. Cecil D. Harper  
M. C. R. Scott  
M. James Whitridge

Information Canada  
Ottawa, 1974  
No de cat.: LI-1973F





pour l'année  
financière  
terminée le  
31 mars

rapport  
annuel





**pour l'année  
financière  
terminée le  
31 mars**

**rapport  
annuel**

**Travail  
Canada  
Labour  
Canada**



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REPORT



Celebrating 75 years of service  
Au service des Canadiens depuis 75 ans







# Canada Department of Labour

340 Laurier Avenue West, Ottawa, Ontario, K1A 0J2

Minister of Labour, **The Honourable John Munro, P.C., M.P.**

Executive Assistant, **F.A. Viola**

Special Assistant, **Doug. Lord**

Departmental Assistant, **Mrs. Marie Phelan**

## **Principal Officers**

Deputy Minister, **Bernard Wilson**

Executive Assistant, **Keith Deyell**

## **Industrial Relations Program**

Assistant Deputy Minister, **W.P. Kelly**

Director, Conciliation and Arbitration, **A.R. Gibbons**

Director, Fair Employment Practices, **R. Traversy**

Director, Union-Management Services, **K.P. DeWitt**

## **Employment Standards and Benefits Program**

Assistant Deputy Minister, **J.-P. Després**

Director, Labour Standards, **B.H. Hardie**

Director, Accident Prevention and Compensation, **J.H. Currie**

Director, Women's Bureau, **Miss Sylva Gelber**

## **Research and Development Program**

Director-General, **Harry J. Waisglass**

Director, Economics and Research, **Cecil D. Harper**

Director, Legislative Research, **C. R. Scott**

Director, Library Services, **James Whitridge**

## **Services Branches**

Departmental Solicitor, **G. Van Berkel**

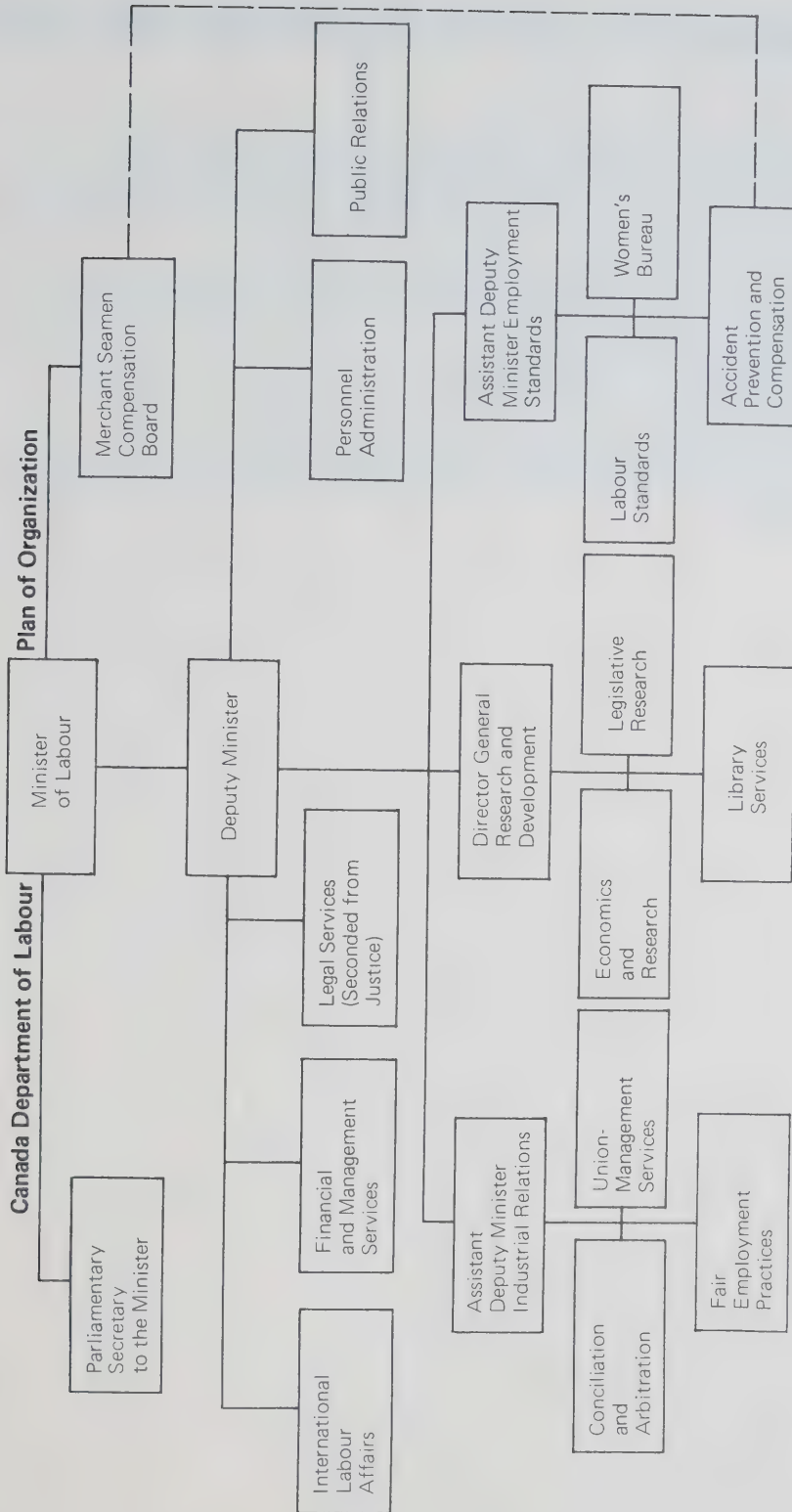
Director, International Labour Affairs, **John Mainwaring**

Director, Financial and Management Services, **C.J. Helmes**

Director, Personnel Administration, **E.B. Meredith**

Acting Director, Public Relations, **J.W. MacLeod**







## Acts administered by the Canada Department of Labour

The Canada Labour Code (chapter L-1, R.S.C. 1970).

Part I (Fair Employment Practices) replaces Canada Fair Employment Practices Act.

Part III (Labour Standards) replaces Canada Labour (Standards) Code and Female Employees Equal Pay Act.

Part IV (Safety of Employees) replaces Canada Labour (Safety) Code.

Part V (Industrial Relations) replaces Industrial Relations and Disputes Investigation Act.

Conciliation and Labour Act R.S. 1927 chapter 110

Department of Labour Act (chapter L-2, R.S.C. 1970).

Fair Wages and Hours of Labour Act (chapter L-3, R.S.C. 1970).

Government Employees Compensation Act (chapter G-8, R.S.C. 1970).

Merchant Seamen Compensation Act (chapter M-11, R.S.C. 1970, as amended by R.S.C. 1970, chapter 19, (2nd Suppl.)).

## Canada Department of Labour Objectives

The Department has one overall objective, which is:

To achieve economic and social progress with justice through the promotion of good industrial relations and improved working conditions.

To further this basic objective the Department's principal activities are designed to:

Protect the right to organize and to bargain collectively;

Settle industrial disputes and encourage co-operation between labour and management;

Establish and maintain fair standards of wages, working conditions and safety in employment;

Achieve equality of job opportunity and safeguard human rights in matters affecting labour;

Provide research, statistical and information services in labour matters to unions, employers, government and the public;

Promote and participate in national and international tripartite consultation in matters affecting labour.





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## Introduction

Since its founding in 1900 the Canada Department of Labour has seen many changes in its organization and in the social and economic environment in which it functions. But the department's basic foundation has remained the same: concern for the well-being of all working Canadians.

In 1973-74 this concern continued to be expressed through programs in industrial relations and employment standards and through economic, legislative and sociological research. And indeed the department's services and expertise in these fields were in greater demand than ever.

Although the number of union-management disputes referred to the Department's conciliation officers declined to 169 (from 180 the previous year), the number of legal strikes rose (from 10 to 22). And one of these was the nation-wide walkout on August 23 of non-operating railway employees. This brought about recall of Parliament on August 30, passage on September 1 of the Railway Operations Act, 1973, and the announcement on January 16 of an arbitration award by Hon. Emmett M. Hall, Q.C. (the award applied also to the two other rail disputes, with the shopcraft employees and with the trainmen). In the conclusion to this award, Mr. Justice Hall wrote that the arbitration proceedings were carried out in an aggressive but friendly spirit in an atmosphere of industry-employee relations that should reduce the century-old conflict between labour and management. "Hopefully, with meaningful negotiations between men of goodwill, the era of crippling railway strikes will come to an end."

An Order under Division II of the Canada Labour Code Part III (Labour Standards) revised minimum rates, effective April 1, 1974, from \$1.90 to \$2.20 an hour for employees under federal jurisdiction 17 years of age and over, and from \$1.65 to \$1.95 an hour for employees under 17 years of age. Investigation by the Labour Standards Branch of 1,071 complaints found 490 involved violation of provisions of the Code; as a result, wage arrears of \$226,064.95 were recovered. As a result of finding 251 violations during programmed inspections, wage arrears of \$722,945.81 were recovered. A further \$89,821.35 was collected through enforcement of labour conditions required and fair wage schedules imposed by the Fair Wages and Hours of Labour Act.

The biggest single project undertaken during the year by the Accident Prevention Division was a program to upgrade the control of grain dusts in terminal and country grain elevators in the West and to monitor, through x-ray examination, the effects of these dusts on the health of long-service employees. The program will continue through the next year at least.

Two new safety regulations were published: Motor Vehicle Operators Hours of Service Regulations, and Electrical Safety Regulations.

For the first time in several years, the number of claims reported to the Accident Compensation Division did not increase over that of the previous year; 28,090 claims were reported.



The Fair Employment Practices Branch received 188 written allegations of discrimination in employment on grounds of race, national origin, colour or religion. The appointment of an investigation officer was warranted in 41 of them. Investigation of 33 of these was completed during the year: 15 complaints were resolved, 18 dismissed as being without foundation.

The Union-Management Services Branch was a joint sponsor during the year of three labour-management conferences tailored to the needs of the community: at Niagara Falls in September on the theme, "The Impact of Union-Management Relations on the Community"; at Charlottetown in February on the theme, "Are People Important?"; and at Barrie, Ontario, in March on the theme, "How to Improve Communications between Labour, Management, Government and the Public".

The Women's Bureau continued to motivate changes in attitudes and practices that adversely affect the status of women in the work force and in general. And the International Labour Affairs Branch organized the fourth meeting of federal and provincial deputy ministers of Labour to discuss matters of international concern.

In its varied programs and activities — many of them involving complex social and economic issues — the Department depended heavily on the investigative, analytical and statistical work of three branches: Economics and Research, Legislative Research and Library Services. The programs of these and other areas of the Department are described in the body of this report.

As the year drew to a close the Department prepared to welcome a new deputy minister. It was announced that Thomas M. Eberlee, Ontario Deputy Minister of Community and Social Services would fill the position left vacant by the retirement of Bernard Wilson.

Plans were also underway for a move — scheduled for the spring of 1975 — to a new building in Hull. And all things considered the new year (during which Labour Canada would celebrate its 75th anniversary) promised to be one of challenge and change not only for the Department itself but in terms of the national problems and issues that would fall within its mandate.

# Financial Statements

## Comparative Statement of Expenditures 1973-74 and 1972-73 Departmental Summary

	1973-74	1972-73
<b>General Administration</b>		
Administration	\$ 3,274,084	\$ 2,897,003
Grants and Contributions	20,000	20,000
Superannuation	786,000	—
<b>Public Relations</b>		
Administration	1,186,285	984,835
<b>Industrial Relations</b>		
Administration	1,874,516	2,032,304
<b>Employment Standards</b>		
Administration	4,059,254	3,654,851
Payments of Compensation respecting Government Employees and Merchant Seamen	6,791,425	6,369,439
Grants and Contributions	15,000	10,800
<b>Research and Development</b>		
Administration	2,460,067	2,472,788
Grants and Contributions	413,058	402,880
<b>Total Department</b>	<b>\$20,879,689</b>	<b>\$18,844,900</b>

## Comparative Statement of Expenditures by Departmental Appropriations for 1973-74 and 1972-73

	1973-74	1972-73
Minister of Labour — Salary and Automobile Allowance	\$ 17,000	\$ 16,939
Labour — Program expenditures, the grants listed in the Estimates and the expenses of delegates engaged in activities related to Canada's role in International Labour Affairs	14,071,264	12,458,522
Payments of Compensation respecting Public Service Employees (Chap. 134, R.S. as Amended) and Merchant Seamen (Chap. 45, Statutes of 1964-65)	6,791,425	6,369,439
<b>Total Department</b>	<b>\$20,879,689</b>	<b>\$18,844,900</b>

**Comparative Statement of Expenditures 1973-74 and 1972-73**  
By Object of Expenditure

	1973-74	1972-73
Personnel	\$ 8,849,373	\$ 8,436,271
Statutory Payments Re: Compensation	6,791,425	6,369,439
Information	806,797	757,526
Professional and Special Services	1,537,097	1,310,508
Boards, Commissions, Conferences	328,869	192,373
All Other	2,566,128	1,778,783
<b>Total</b>	<b>\$20,879,689</b>	<b>\$18,844,900</b>

**Comparative Statement of Expenditures 1973-74 and 1972-73**  
by Activity

**General Administration Activity**

Branch	1973-74	1972-73
Minister's Office	\$ 417,388	\$ 344,307
Deputy Minister's Office	278,066	248,137
Personnel Administration	419,913	364,917
Financial and Management Services	1,608,955	1,456,581
Library	171,756	162,955
International Labour Affairs	398,006	340,106
<b>Total</b>	<b>\$3,294,084</b>	<b>\$2,917,003</b>

**Public Relations Activity**

<b>Total</b>	<b>\$1,186,285</b>	<b>\$ 984,835</b>
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(Cont'd.)

### Industrial Relations Activity

Branch		
Administration, A.D.M.'s Office	\$ 44,539	\$ 56,493
Conciliation and Arbitration	963,256	813,855
Union-Management Services	704,961	656,446
Employee Representation	—	286,528
Fair Employment Practices	161,760	218,982
<b>Total</b>	<b>\$1,874,516</b>	<b>\$2,032,304</b>

### Employment Standards Activity

Branch	1973-74	1972-73
Administration, A.D.M.'s Office	\$ 62,163	\$ 54,403
Labour Standards	1,503,226	1,471,013
Accident Prevention and Compensation	2,337,514	1,982,550
Women's Bureau	171,351	157,685
<b>Total</b>	<b>\$4,074,254</b>	<b>\$3,665,651</b>

### Research and Development Activity

Branch		
Administration, Director General's Office	\$ 310,291	\$ 666,534
Economics and Research	2,030,711	2,040,340
Legislative Research	184,019	168,794
<b>Total</b>	<b>\$2,525,021</b>	<b>\$2,875,668</b>



## Industrial Relations Program

The Industrial Relations Program of the Department began the year with one fewer branch and with one branch under a new name. The Employee Representation Branch, which provided the staff functions for the Canada Labour Relations Board, moved with the Board when it became independent on the coming into force, on March 1, 1973, of Part V (Industrial Relations) of the Canada Labour Code. The Labour-Management Consultation Branch, in keeping with its adoption of a new direction for its program, assumed a new name: the Union-Management Services Branch. The Program, therefore, now is divided into three units: the Conciliation and Arbitration Branch, the Fair Employment Practices Branch, and the Union-Management Services Branch.

The Program is concerned with:

1. the provision of conciliation and arbitration services under Part V (Industrial Relations) of the Canada Labour Code,
2. the development under Part I (Fair Employment Practices) of the Code of a program aimed at the elimination of socially unacceptable discrimination in employment and at the creation of increased employment opportunities for members of disadvantaged minority groups, and
3. the promotion of a continuous and constructive relationship in the collective bargaining process.

### • Conciliation and Arbitration

#### Conciliation Services

The number of union-management disputes in 1973-74 referred to the Branch's conciliation officers declined from the previous year's, to 169 from 180, but the number of legal strikes rose, from 10 to 22, as the percentage of settlements without work stoppage dropped from 93 to 85 per cent.

The disputes making the most demand on the Department's conciliation services during the year were those affecting airline, atomic energy, broadcasting, communications, grain elevator, longshoring, railway and trucking operations.

#### Airline

Three of the airline disputes involved Air Canada, two with the Canadian Air Line Employees' Association, and one with the Canadian Air Line Flight Attendants' Association. Work stoppages occurred in two of these disputes before settlements were reached. One CALEA dispute was over the negotiation of a first agreement, the union having been certified in August 1972 as exclusive bargaining agent for 400 employees of Air Canada's Finance Branch in Winnipeg. The other CALEA dispute affected some 2,250 passenger and communications agents. In this dispute, settlement was reached with the assistance of a mediator, while a series of selective strikes was being conducted. The third Air Canada dispute, affecting some 2,700 stewards and stewardesses, was settled at the conciliation board stage.

Canadian Pacific Air Lines Limited was party to two other disputes, one with the International Association of Machinists and Aerospace Workers, the other with the Canadian Air Line Flight Attendants' Association. After a two-month work stoppage, the first was



settled with the assistance of the Department's Chief Conciliation Officer, Western Region; the second, affecting some 500 stewards and stewardesses, was in the hands of a conciliation officer at the close of the year.

### Atomic Energy

During the year, Atomic Energy of Canada Limited was involved in renegotiating many expired collective agreements with various unions of employees at establishments across Canada. Most of the bargaining went to conciliation before settlement. The most significant dispute affected 942 hourly paid employees at Chalk River, Ontario, and 122 at Pinawa, Manitoba, the 1,064 workers being represented by some ten unions negotiating through a body known as the Atomic Energy Allied Council. After a two-month strike at both locations and the appointment of the Department's Toronto Industry Specialist as mediator, the parties settled. Ten disputes were settled at either the conciliation officer or conciliation board stage after the settlement was reached with the Allied Council.

### Broadcasting

A conciliation officer was appointed in June 1973 to deal with a dispute between the Canadian Broadcasting Corporation and the Canadian Wire Service Guild affecting some 240 English TV Network newsroom employees; their collective agreement had expired at the end of May. When the conciliation officer was unable to effect a settlement, the Minister appointed a conciliation commissioner. While meeting with the commissioner, the representatives of the parties reached a basis of settlement on two occasions, but the settlements proved unacceptable to the Corporation.

After submission of the commissioner's report to the Minister, giving the union the right to strike on October 17, the Minister appointed the Department's Montreal Industry Specialist as mediator, assisted by the Chief Conciliation Officer, Québec Region. They were able to arrange a settlement, subsequently ratified, on December 14, 1973.

Another broadcasting dispute during the year involved the CBC and the Canadian Union of Public Employees, representing some 4,200 production and administrative employees, who were negotiating renewal of two separate agreements that had expired March 31, 1973. With the concurrence of the parties, the Industry Specialist and the Chief Conciliation Officer, Québec Region, were assigned to provide mediation assistance from the outset of negotiations.

After several months of almost continuous meetings with the parties, the mediators were able to assist them in reaching agreement in June, without the need for formal conciliation proceedings.

### Communications

A dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia went through conciliation officer and conciliation board stages between January and May 1973; the dispute affected some 8,900 traffic, plant and maintenance employees. In post-conciliation proceedings, the parties reached agreement on June 11 on a settlement based on the report of the conciliation board.

## Grain Elevator

Just before the end of the previous fiscal year, a conciliation board had been appointed to deal with a dispute between the Brotherhood of Railway, Airline and Steamship Clerks, representing some 1,600 grain handlers, and a number of grain elevator companies represented by the Lakehead Terminal Grain Elevators Association. In June both parties accepted the recommendations of a conciliation board, and a collective agreement was signed.

## Longshoring

A dispute between the Maritime Employers' Association and the International Longshoremen's Association, Local 269, went through the full conciliation proceedings. At completion of conciliation board hearings, the parties signed a memorandum of agreement; but in a ratification vote the members of the union, which represented some 650 longshoremen at the Port of Halifax, rejected the agreement. After the Minister released the report of the conciliation board, the union membership rejected the board's recommendations, although the Employers' Association accepted them. On the day of the union's rejection, November 7, a sizable majority voted in favour of a strike. It was reported that the union members were engaging in slowdown tactics and that no employees would be accepting a call-back for work that evening. When the Employers' Association could not get assurance that the men would return to work on a call-back, it instituted a legal lockout the next day, November 8, completely shutting down the port. On November 14 the Minister appointed the Director of the Conciliation and Arbitration Branch to mediate the dispute. After intensive sessions he was able to assist the parties to reach a settlement on November 28. On November 30, after the settlement's ratification by the union membership, port operations returned to normal.

In addition to a three-year collective agreement, the settlement provided for a 30-day period during which the parties were to continue negotiations on the one outstanding issue: new rules for dispatch of workforce. Failing a settlement, the issue was to be referred to binding arbitration. At the close of the year, the issue was being dealt with by a single arbitrator, Judge Nathan Green, Q.C.

A second longshore dispute during the year affected some 750 longshoremen at Saint John. Agreement could not be reached between the Maritime Employers' Association and Local 273 of the International Longshoremen's Association despite the assistance of the Department's two Halifax conciliation officers. Nor could a settlement be produced by a subsequent conciliation board. Although the board's recommendations were accepted by the Employers' Association, they were rejected by the union membership in a ratification vote on December 3. With the union having the right to strike since December 6, the Minister, on December 11, appointed one of the Halifax conciliation officers to act as mediator. Mediation sessions produced a memorandum of agreement on December 14 but in a ratification vote December 17 the union rejected it. Although the mediator continued meeting with the parties, the union members began strike action on February 1, 1974. As a result of further meetings a second memorandum of agreement was signed on February 19. This one was ratified and operations at the port were resumed.

## Railway

At the beginning of the year, a conciliation board was in the process of being set up to deal with a dispute between some 55,000 non-operating railway employees, represented by the Associated Non-Operating Railway Unions, whose agreements had expired December 31, 1972, and Canadian National Railways, Canadian Pacific Railway Company, and several short-line railway companies. Just before establishment of the conciliation board, the Assistant Deputy Minister (Labour Relations) and the Director of Conciliation and Arbitration had held numerous mediation sessions in an attempt to settle the dispute without the need for formal conciliation proceedings. Although they were unable to effect settlement of all issues, they were able to assist the parties (including other rail unions not involved in the non-ops dispute) in settling the important pension issue, which affected not only non-operating employees but also most other employees of the major railways as well as certain short-line subsidiaries.

The Minister appointed Mr. Justice F. Craig Munroe of the Supreme Court of British Columbia as chairman of the conciliation board. A settlement could not be arranged. The report of the board was submitted to the Minister in mid-July; the non-ops unions thus acquired the right to strike on July 21. Although the Assistant Deputy Minister held private sessions in Montreal with the parties in an effort to resolve the dispute short of a strike, on July 26 employees in Ontario began selective strike action lasting 48 hours. Strikes of 48 hours occurred at different locations across Canada between July 28 and August 23, on which date the employees began a nation-wide strike. On August 7, the Minister appointed Judge Alan B. Gold, Associate Chief Justice, Québec Provincial Court, as special mediator to deal with the dispute. Despite the mediator's regular meetings with the parties, which continued after the national strike began, and the Minister's, Assistant Deputy Minister's and Conciliation and Arbitration Branch Director's keeping in almost constant touch with senior representatives of the parties since August 10, no settlement came.

Having considered the severe disruptive economic effects the strike was having on the country, the Prime Minister decided to recall Parliament on August 30. On September 1 the Maintenance of Railway Operations Act, 1973, was passed. The Act, which came into force on September 2, provided for an immediate resumption of rail services, immediate and retroactive wage increases, and immediate resumption of negotiations between the parties with resort to final and binding arbitration, if necessary. Because of questions concerning the cost of the pension plan improvements arising out of the negotiated settlement reached on March 16, 1973, the Minister appointed Dr. John J. Deutsch as a one-man Industrial Inquiry Commission to examine the cost of the negotiated settlement.

Further direct negotiations failed to produce a settlement; the dispute was therefore referred to binding arbitration. On September 5, the Minister announced the appointment of the Honourable Emmett M. Hall, Q.C., of Saskatoon as arbitrator. He handed down his award on January 16, 1974. In addition to providing the settlement of all outstanding issues in the non-ops dispute, the award applied also to the two other major rail disputes; that affecting 22,000 shopcraft employees and that affecting 14,000 trainmen. The first involved the Railway Association of Canada (representing Canadian National Railways, Canadian Pacific Limited and other, short-line, railway companies) and division No. 4, Railway Employees Department AFL-CIO. The second involved Canadian National Railways and Canadian Pacific Limited, and the United Transportation Union (AFL-CIO/CLC).



In the shopcraft dispute, the Director of Conciliation and Arbitration, appointed to render early mediation assistance, had been able to arrange a tentative settlement. But the settlement was turned down by the union membership in a ratification vote and the dispute was turned over to a conciliation board chaired by Judge J.C. Anderson of Belleville, Ontario. A settlement could not be reached. The trainmen dispute followed a similar course: unsuccessful early mediation by the Director of Conciliation and Arbitration assisted by the Railroad Industry Specialist followed by referral to a conciliation board, chaired by Roy A. Gallagher, Q.C., of Winnipeg. Both groups, shopcraft employees and trainmen, acquired the right to strike after submission of the conciliation board reports in August but took no action in view of the non-ops national work stoppage. As mentioned both disputes were covered by the Hall Arbitration Award.

In five other railway disputes handled by the Department during the year — four involving locomotive engineers and firemen-helpers employed by Canadian National Railways and Canadian Pacific Limited and the fifth involving dining, café and buffet car employees of Canadian Pacific Limited — the Railroad Industry Specialist, dealing with them in early mediation, was able to assist the parties to conclude renewal agreements without the necessity of formal conciliation assistance.

## Trucking

Two disputes in the trucking industry were dealt with by the Department during the year. On June 14, 1973, the Minister appointed the Department's Industry Specialist in Toronto as conciliation officer in a dispute between the Motor Transport Industrial Relations Bureau of Ontario, Inc., (representing certain member car-hauling companies under federal jurisdiction located in Ontario and Québec) and three locals of the International Brotherhood of Teamsters, Locals 106, 880 and 938 covering some 1,200 drivers and mechanics. Their master collective agreement expired June 30. He was able to assist the parties to a settlement that was ratified by the union membership in late July.

On January 17, 1974, the Department's Chief Conciliation Officer, Western Region, was appointed to deal with a dispute between the Transport Labour Relations Association (representing certain member cartage companies in British Columbia) and Teamsters local unions 21 and 213. They were negotiating renewal of the B.C. Master Freight and Cartage Collective Agreement, which had expired December 31, 1973. The agreement covered approximately 4,300 drivers and mechanics. Only 700 employed by eight firms were under federal jurisdiction, subject to the Canada Labour Code (Part V — Industrial Relations); the remainder — the majority — came under the B.C. Labour Relations Act. But the parties agreed that the settlement arrived at through federal conciliation efforts would apply to all. With the conciliation officer's assistance, agreement was reached in February and ratified by the union membership in March.

## Conciliation Proceedings

During the year, conciliation officers effected settlements in 93 of the 169 collective bargaining disputes referred to them; 30 of the 169 disputes had been carried over from the previous year and 27 were in the hands of conciliation officers at the close of the year. Of the 49 disputes not settled by conciliation officers, 14 were referred to conciliation boards and 27 to conciliation commissioners; 6 resulted in legal strikes and 2 disputes lapsed.

Conciliation boards were established to deal with 16 disputes during the year, 2 having been referred directly, by-passing the conciliation officer stage. In addition, 13 disputes referred to conciliation boards in the previous year were carried over. In 14 of the 29 disputes, settlements were obtained on the basis of the boards' reports and in post-conciliation board mediation; 14 disputes not settled resulted in strikes. One dispute lapsed.

Conciliation commissioners were appointed to deal with 27 disputes during the year. In 17 of the 27 disputes, settlements were obtained directly by commissioners on the basis of their reports and in post-conciliation commissioner mediation; 2 disputes were not settled and legal strikes occurred. Eight disputes were in the hands of conciliation commissioners at the close of the year.

#### Applications for consent to prosecute

During the year the Minister received one application for consent to prosecute under Section 194 of the Canada Labour Code (Part V — Industrial Relations), which was proclaimed in force on March 1, 1973. In this case, consent was granted by the Minister. During the 25-year period that the former legislation, the Industrial Relations and Disputes Investigation Act of 1948, was in effect, there were 540 applications for consent to prosecute. Of this number, 191 were granted, 41 refused, 12 complaints giving rise to associated applications were settled, 257 withdrawn and 39 lapsed.

#### Applications to refer certain complaints to the CLRB

Section 187(5) of the Canada Labour Code (Part V — Industrial Relations) provides that, except with the consent in writing of the Minister, no complaint shall be made to the Canada Labour Relations Board under Section 187(1) in respect of an alleged failure to comply with Section 148, 184(3)(g), 185(a) or 185(b). During the year the Minister received nine such applications for his consent to refer complaints to the Board. Of the nine applications, consent was granted in five cases, three were refused and one was withdrawn.

#### Arbitration

Collective agreements governed by the Canada Labour Code (Part V — Industrial Relations) are required, pursuant to Section 155, to contain a provision for final settlement, without work stoppage, by arbitration or otherwise, of all differences concerning their interpretation, application, administration or alleged violation. Where parties to collective agreements are unable to agree on the choice of an arbitrator or where arbitration board nominees are unable to agree on the choice of a chairman, collective agreements usually provide that the Minister of Labour can make the appointment upon request by the parties or board nominees, as the case may be. This action by the Minister is not a statutory requirement but is a service rendered by him in order to ensure that the full intent of Section 155 of the Code is complied with.

During the year the Minister received 34 applications from parties to collective agreements and/or arbitration board nominees requesting that he appoint single arbitrators and arbitration board chairmen, respectively.

Appointments were made in 19 cases. Of the remainder, the applications either were withdrawn or lapsed, or other arrangements were made by the parties.

## **Industry Specialist Program**

Since the inception of the Industry Specialist Program to March 31, 1974, Industry Specialists have been assigned 180 cases, and have achieved successful results in 84 per cent of the cases dealt with to finality. Industry Specialists use the techniques of preventive mediation and early mediation, and act as conciliation officers in specific disputes and as mediators in post-conciliation negotiations. Preventive mediation is applied, for example, during the closed period of the collective agreement when the Industry Specialist is able to assist the parties in resolving certain issues and problems, with the result that fewer issues have to be dealt with in the next agreement negotiations and bargaining is less contentious. Early mediation has been used in contract renewal disputes with success: settlements have been reached before the expiry dates of the contracts.

## **• Fair Employment Practices**

### **Investigations**

During the 1973-74 year, the Fair Employment Practices Branch dealt with 188 allegations of unfair treatment on various grounds. The main function of the Branch is to protect the public against discrimination in employment on grounds of race, national origin, colour and religion through the investigation of written allegations of discrimination, pursuant to Part I (Fair Employment Practices) of the Canada Labour Code. Of the 188 allegations, 41 warranted the appointment of an officer to conduct a formal investigation, as provided by the Code, and 33 investigations were completed during the year, the remaining 8 being carried over to the following year. With the assistance of the officer assigned, 15 of the completed cases were resolved and 18 were dismissed as being without foundation. The remaining 147 complaints were outside the scope of the Act and the Branch was not in a position to deal with them in a formal way. In some cases, however, it was possible to make informal approaches in the interest of improving relations between an employer and an employee or job applicant making the allegation; in other cases, where the matter complained of was under the jurisdiction of a province or territory, the Branch made the appropriate referral, and in many cases was able to assist the complainant by providing information or counsel.

### **Promotion**

At the beginning of the year, evidence continued of the awareness of the Act's protection against discrimination that the extensive multi-media advertising campaign in the fall of 1972 had created among groups protected by the Act. But workload fluctuations during the year indicated a need for further promotional efforts. Therefore, through the Public Relations Branch and the co-operation of numerous radio stations, a program of public service radio announcements to inform the public of their rights under the Code and of the assistance available through the Branch was carried out in 12 cities and towns from Newfoundland to British Columbia.



## Publications

Statements by minority group spokesmen during the year revealed doubt that valid allegations of discrimination could be proved by official human rights agencies in Canada. The Branch therefore prepared for printing a publication explaining in straightforward terms the procedures used to investigate allegations of discrimination and to prove whether unlawful discrimination has occurred. In addition, it produced a publication, *Fair Employment Laws in Canada Prohibiting Discrimination in Employment*, and other material of interest to the educational system and to persons inquiring about human rights matters.

## Advertising

Advertising, particularly in selected magazines received by members of groups protected by the Act, was also carried out through the Public Relations Branch.

## Assistance to Minority Groups

The Branch carried out a program of providing information to native groups concerning the administration of the Canada Labour Code Part I (Fair Employment Practices). Instead of using such means as publications to present this information, the Branch assigned an officer to visit native communities and hold workshop discussions. In addition, an officer was assigned to a large native organization for the purpose of assisting it, to analyse and document problems relating to discrimination and employment. The Branch also planned and co-ordinated a one-week training workshop for employees of native organizations in order to provide them with information on a large number of subjects related to employment and the creation of job opportunities.

## Consultative Services to Employers

Where possible, the Branch made the services of its fair employment specialists available to employers upon request, to provide services such as counselling supervisors and managers on race relations aspects of human relations, counselling minority group employees, and leading discussion groups in connection with company programs designed to facilitate the integration at the work place of employees with different cultural backgrounds.

## Liaison

The Branch maintained active contacts with organizations and groups concerned with promoting human rights in employment. An expert was provided for an international symposium on equality of opportunity and treatment in employment. Another officer participated in organizing the activities of the Canadian Association of Statutory Human Rights Administrators, a body bringing together the federal, provincial and territorial jurisdictions in respect of human rights in employment. In addition, officers took part in interdepartmental committees dealing with such matters as increasing employment opportunities for native peoples in the North. An active program of liaison with representatives of minority groups was carried out.

## Special Projects

An analysis of the Branch's complaint investigation experience shows that cultural differences are one of the most frequent causes of situations that result in discrimination complaints. The Branch therefore began the planning of a project, the object of which is to develop communications materials that will make it possible to explain to both the members of minority groups and to employers and supervisors the behavioural differences, occurring at the work place, that have culturally related bases. It is hoped through this project, which was in the planning and research stage at the end of the year, to be able to equip both supervisors and members of minority groups to deal with employment situations rooted in cultural differences before they develop into antagonisms that result in discrimination complaints.

### ● Union-Management Services

After a special study by the Department of operations within the Industrial Relations Activity, new programs were developed to give greater thrust to promoting the introduction, exploration and application of a continuous and constructive relationship in the collective bargaining process. To reflect the intent of these extended services, the name of the Labour-Management Consultation Branch was changed to Union-Management Services Branch. Resources were directed to and expended on the attainment of goals in three broad areas: the promotion of a continuous and constructive union-management relationship through the facilities of the labour-management committee; the provision of information and assistance on issues that were causing or could cause a breakdown in the collective bargaining relationship; and the provision of special industrial relations programs such as meetings, conferences, seminars and other forums for the exchange of information.

### Labour-Management Committees

The Branch's 21 Industrial Relations Officers, located in 13 cities and towns across Canada, made 2,742 contacts in provincial jurisdiction, where there are 2,118 registered committees representing 641,515 employees. They made 1,040 contacts in federal and public service jurisdictions, where there are 526 registered committees representing 189,938 employees.

### Information and Assistance

A significant and positive change has occurred in the climate of industrial relations. This is indicated by the receipt of more than 300 requests for advice and information pertaining to attitudes, structures and procedures related to the establishment of Union-Management Relations Procedures, and on substantive issues such as the compressed and flexible work weeks, job satisfaction, job enrichment, work scheduling, on-the-job training, final offer selection, elimination of time recording devices, job evaluation and management of technological change.

## Conferences

The Branch was a joint sponsor during the year of three labour-management conferences tailored to the needs of the community. These conferences were organized in co-operation with a steering committee composed of local representatives of union, management, civic and government representatives. The Niagara Falls conference in September was based on the theme, "The Impact of Union-Management Relations on the Community." Forty-eight per cent of the 142 delegates represented management, thirty per cent came from organized labour and the remainder from academic and government groups.

Charlottetown, Prince Edward Island, was the site in February of the second conference. "Are People Important?" was the theme. The conference discussed human relations, that very important aspect of industrial relations. Of the 208 delegates registered, 48 per cent represented management, 35 per cent represented organized labour, and the remainder were from academic institutions, the clergy, civic, provincial and federal governments.

The third conference was held in Barrie, Ontario, in March. The theme of the conference was: "How to Improve Communications between Labour, Management, Government and the Public." This conference was attended by 185 persons, of whom 50 per cent were from management, 40 per cent from organized labour and the remainder from governments, academic and other civic bodies.

## Publications

In addition to meeting the demand for many reprints of Branch publications, and the regular publication of *Teamwork in Industry*, five new publications were developed and circulated during the year. The first publication, entitled *A Constructive Approach to Union-Management Relations*, dealt with the employer-employee relationship through the system of collective bargaining in our free enterprise economic system. The second publication, *Information on the New Union-Management Services Branch*, explains the new thrust through a non-legislative approach on the need for a continuous and constructive union-management relationship. The third, fourth and fifth publications deal with the three-phase program of *Introducing, Exploring and Applying Union-Management Relations Procedures*.



# Labour Standards Program

The Employment Standards Program is concerned with the development and application of standards established under the Canada Labour Code (Part III – Labour Standards, Part IV – Safety of Employees), the Fair Wages and Hours of Labour Act and related Orders in Council; with the administration of workmen's compensation legislation applying to federal public servants and merchant seamen; and with programs aimed at effecting changes in attitudes and practices relating to the status of women in order to accelerate their occupational and remuneration integration in the labour force. It is divided into three units: the Labour Standards Branch, the Accident Prevention and Compensation Branch and the Women's Bureau.

## • Labour Standards

The Labour Standards Branch is responsible for the administration of Part III of the Canada Labour Code (Labour Standards), the Fair Wages and Hours of Labour Act, and the Fair Wages Policy Order, P.C. 1954-2029. The organization of the Branch includes a Directorate in Ottawa and nine regional offices located in St. John's, Halifax, Fredericton, Montreal, Ottawa, Toronto, Winnipeg, Edmonton and Vancouver.

The Labour Standards Branch promotes compliance with the legislation through a program of planned inspections, the investigation of complaints and by acting in a consultative capacity advising those concerned as to the requirements of the Code and the Act. With respect to the Fair Wages and Hours of Labour Act, the Branch also conducts surveys to determine wage rates for federal construction contracts.

## Part III of the Canada Labour Code (Labour Standards)

Part III of the Canada Labour Code (Labour Standards) legislates minimum standards in the areas of hours of work, minimum wages, equal wages, annual vacations, general holidays, maternity leave, group and individual termination of employment, severance pay and garnishment.

Division I of Part III of the Code provides that, following an inquiry, Regulations may be made by the Governor in Council modifying the provisions of the Code governing standard and maximum hours and overtime, where it is found that the provisions without modification are unduly prejudicial to the interests of the employees concerned or seriously detrimental to the operations of the industrial establishment. There is also provision for exemption of classes of employees after an inquiry. On June 5, 1973, the Minister approved the establishment of a Commission of Inquiry to study the hours of work in the Water Transport Industry on the St. Lawrence River and the East Coast of Canada including Newfoundland.

Division II (Minimum Wages) of the Code provides that the Governor in Council may, by Order, increase the minimum hourly wage rate for employees under federal jurisdiction. Pursuant to this provision, the minimum wage rates were revised, effective April 1, 1974, from \$1.90 an hour to \$2.20 an hour for employees 17 years of age and over and from \$1.65 an hour to \$1.95 an hour for employees under 17 years of age.

## Flexible Features of the Code.

Certain provisions of Part III of the Canada Labour Code and the Canada Labour Standards Regulations allow employers some flexibility in applying its standards to their operations. Consequently, during the year:

- Seventy-three permits were issued under section 33(1) of the Code granting hours to be worked in excess of the prescribed weekly maximum hours of work.
- Eighty reports were received under section 33(5) of the Code advising that 37,614 employees had worked a total of 1,152,097 hours in excess of the prescribed weekly maximum hours of work.
- One thousand, four hundred and one reports were received under section 34(2) of the Code advising that 119,057 employees had worked a total of 1,655,192 emergency hours in excess of the prescribed weekly maximum hours of work.
- Eleven notifications of substitution of a general holiday, affecting 1,649 employees, were received under section 51(1)(a) of the Code; twenty-one approvals to substitute a general holiday, affecting 894 employees, were issued under section 51(1)(b) of the Code.
- One Order was issued under section 68(2) of the Code, exempting employers from the requirement to provide a pay statement at the time of making any payment of wages to employees.
- Twenty-five approvals to average hours of work over a longer period than 13 weeks were issued under section 5 of the Regulations, affecting 1,632 employees.
- Twenty-six notifications of averaging hours of work over a period not exceeding 13 consecutive weeks were received under section 6 of the Regulations, affecting approximately 345 employees.
- Three Orders were issued under section 11 of the Regulations, exempting employees being trained on the job from the application of section 35 of the Code.
- Twenty-two approvals to waive annual vacation, affecting 372 employees, were issued under section 14 of the Regulations.
- Eleven notifications of postponement of annual vacation, affecting 227 employees, were received under section 15(a) of the Regulations.
- Thirty-five approvals of a calendar year or other year as a year of employment for vacation purposes were issued under section 16 of the Regulations.
- Under the West Coast Shipping Employees Hours of Work Regulation, four permits were issued under section 4(4) authorizing an accumulation of more than 45 lay-days (defined in the Regulation) during a specified period.

## Enforcement Program

During the year, 1,071 complaints were investigated. Of these, 490 involved violations of the provisions of the Code. As a result of the investigation, wage arrears of \$226,064.95 were recovered. In this same period, 1,145 programmed inspections were carried out. Of these, 251 found violations of the provisions of the Code, and wage arrears recoveries of \$722,945.81 resulted.

## **Fair Wages and Hours of Labour Act**

The Fair Wages and Hours of Labour Act and Fair Wages Policy Order P.C. 1954-2029 establish standards to govern wages, hours of work and other working conditions for workmen employed on work carried out under contracts with the federal Government or with the aid of public funds.

Although Fair Wages and Hours of Labour legislation does not apply to contracts for services, schedules were issued for service contracts at the request of a number of government departments and agencies for such work as interior cleaning of public buildings, moving office furniture and supplies, landscaping, removal of snow and garbage and catering to army camps and other establishments.

During 1973-74, the Branch issued 4,768 schedules of labour conditions to contracting authorities. This compares with 4,208 schedules issued during 1972-73 and 5,326 during 1971-72.

## **Enforcement Activities under the Fair Wages Legislation**

All complaints about failure of contractors to comply with the standards were investigated. In addition, a policy of planned inspections was maintained. During the year, 917 inspections were made of wages and hours of work and other labour conditions being observed by contractors on government contracts. Of the 917 inspections carried out, 765 involved main contractors and 152 subcontractors. The corresponding figures for 1972-73 were 953, 722 and 231, respectively.

The enforcement of the required labour conditions and fair wage schedules during 1973-74 resulted in the collection of \$89,821.35 from 147 contractors for distribution to 1,204 workers owed wages by the contractors. During 1972-73 arrears amounted to \$101,357.88 affecting 1,593 employees of 167 contractors.

## **Fair Wage Rates**

During the year, 5,052 fair wage rates were established to apply to government contracts and 331 rates of pay were determined to apply to employees of government departments and agencies as a result of 139 requests.

Wage surveys affecting 51 zones were conducted to obtain information about wage rates being paid by construction contractors and non-construction employers in various areas in Canada. During the wage surveys, 2,239 employers, employing 54,238 hourly paid workers, were contacted. Additional information was extracted from provincial labour legislation, and from collective agreements.

## **• Accident Prevention and Compensation**

The principal functions of the Accident Prevention and Compensation Branch are:

1. To establish and maintain, in accordance with the provisions of Part IV of the Canada Labour Code (Safety of Employees), an adequate standard of employment safety in enterprises subject to federal jurisdiction, and in the federal Public Service;
2. To administer the Government Employees Compensation Act, under which employment injury benefits are provided to employees of the federal Government;
3. To administer the Merchant Seamen Compensation Act.



The Branch is organized in two divisions, the Accident Prevention Division and the Accident Compensation Division, and provides the secretariat for the Merchant Seamen Compensation Board, of which the Chief of the latter Division is Secretary.

### **Accident Prevention Division**

Working closely with management and unions in developing employment safety and health programs, the Accident Prevention Division influenced a substantial number of companies and public service departments to upgrade their accident prevention programs. This improvement was accomplished by such measures as rewriting of safety policy, restructuring of safety organizations including joint union-management safety committees, implementation of courses of supervisory safety training, and revision of job procedures to incorporate safe practices. These measures, along with a marked improvement in accident investigations and a few surprising reductions in the number of accidents reported by several establishments, have provided evidence that the Division's activities are contributing to the achievement of Branch objectives.

A Hazard Evaluation Section was formed early in the year to deal with the rapidly increasing needs for field and laboratory technical evaluations of occupational health problems. Many of the chemical and other tests now being taken routinely during most field visits show the necessity for regular testing, particularly by employers, and for comprehensive long-term technical surveys.

Two new Regulations, covering Motor Vehicle Operators Hours of Service and Electrical Safety, were published during the year, adding to the 17 existing Regulations. Consultation with the provinces and other interested parties on the introduction of the Motor Vehicle Operators Medical Fitness Regulations was continued.

A model regulation on noise, based on the Canada Noise Regulations, was drafted for the Safety Committee of the Canadian Association of Administrators of Labour Legislation for use by provincial regulatory agencies.

Administration of the 15 agreements with provincial agencies for Safety Inspection Services operated smoothly during the year. Negotiations for additional agreements were begun to assist in the administration and enforcement of the Motor Vehicle Operators Hours of Service Regulations.

Field visits were increased by 20 per cent during the year to a total of 4,812, approximately one-quarter of which were in the public service.

Approximately 850 accidents were investigated by Division personnel, 70 per cent of which involved federal enterprise employees. Overall, 65 per cent of the man-hour resources were devoted to work in federal enterprises (Appendix D)

Technical and general safety inspections conducted by the provincial and territorial agencies under Agreements for Safety Inspection Services totalled 16,826, down 13 per cent from the previous year. Sixty per cent of these inspections were made in public service establishments.

### **Divisional Programs**

As part of the long-range plan, fewer safety audits were completed than in the previous year in order to concentrate on the promotion of safety management programs based on previous in-depth audits. Nevertheless, field work was completed on two national, five multi-regional, and three regional safety audits. Both of the "national" audits covered public service

departments. The effect of these audits will not be apparent until the follow-up programs can be implemented during the coming year.

The biggest single project undertaken during the year was a program to upgrade the control of grain dusts in terminal and country grain elevators in the western provinces and to monitor, through X-ray examination, the effects of these dusts on the health of long-service employees. This program is scheduled to continue through at least the next year before the extent of remedial measures to be taken are fully evaluated. The cost of improving grain elevator ventilation facilities will be in the multi-million dollar range for the industry.

Increasingly, consultations are being sought by architects and engineering consultants at the planning and design stages of projects, and by employers regarding existing processes and services. A special drive was instituted with Treasury Board to encourage the Department of Public Works to incorporate employment safety and health features in government buildings at the design stage.

The Division has stimulated the Canadian Standards Association to develop safety standards for chain saws, roll-over protection devices for industrial vehicles, and manlifts. The Canadian Government Standards Bureau has been similarly influenced to revise its standards respecting personal flotation devices for industrial use; it has become an accepted national standard.

Major emphasis was given to accident investigation, which provided a base for safety program management discussions. Extensive use was made of the Division's film, *The Unplanned*, which has achieved international recognition. This film has been shown in public cinemas in England and 200 prints in English and French have been sold domestically. As a production on the subject of accident investigation, it is considered to be a model of its kind.

Two new filmstrips in French and English relating to Motor Vehicle Operators Hours of Service were completed. Extensive work, including research, scripting and photography, was done on a filmstrip on office safety and on four filmstrips on the safe use of explosives, adding to the two filmstrips produced last year. The division's national magazine, *Safety Perspective Sécurité*, increased its circulation 10 per cent to 50,000 readers each issue, and the publication, *Public Service Safety Newsletter*, produced jointly with Treasury Board, increased its circulation by a third.

Much of the resources of the Transportation Section were expended in negotiations with provincial and territorial officials to gain their assistance in the enforcement of the Motor Vehicle Operators Hours of Service Regulations. Agreements in principle were reached with the Atlantic provinces and Northwest Territories for use of their weigh scale or highway law enforcement personnel. Permission was given by Manitoba and the Canada Customs for the use of their facilities at weigh scales and border crossing stations respectively for truck transport checks. The RCMP agreed to assist in enforcing the regulations where concurrence is reached with the provincial and territorial authorities, except in Prince Edward Island, where RCMP enforcement is not required. Considerable resources (i.e., 8 per cent of total available divisional time) were utilized by Transportation Section personnel and Regional staff jointly and independently, explaining the regulations to transport companies and industry associations. Enforcement activity has been minimal to date.

Despite the considerable effort expended in enforcement of regulations and in extensive consultation with management, the accident experience of the Cape Breton Development Corporation remains virtually unchanged.

## Federal-Provincial Agreements

Administration of the 15 federal-provincial Agreements for Safety Inspection Services continued in a generally satisfactory manner. Six of these Agreements that expired during the year were renegotiated. Technical inspections were conducted in the Yukon under a special arrangement with the Territorial Government pending the conclusion of a regular inspection services agreement.

The 1,000 provincial inspectors designated as Canada Safety Officers completed 11,937 technical inspections (boilers, pressure vessels, elevating devices, etc.) during the year. This is a decrease of 14 per cent from the previous year.

Almost five thousand general safety inspections were conducted by provincial agencies in all but the three western provinces and Newfoundland. In these provinces, regional services personnel completed 546 general safety inspections.

Sixty per cent of inspections carried out by provincial agencies on behalf of the Canada Department of Labour were conducted in departments and agencies of the federal public service.

## Accident Compensation Division

Employment injury benefits are available to the 285,000 employees of 113 federal departments and agencies through the Government Employees Compensation Act, which is administered by the Accident Compensation Division.

Claims received during the year totalled 28,090, of which 541 were claims for minor injuries that required only first aid treatment and 531 were disallowed because in most cases the reported injury did not result from an accident arising out of and in the course of employment.

For the first time in several years, the number of claims reported did not increase over that of the previous year. Of the 28,090 claims reported, 11,768 (41.89 per cent) required medical treatment only, 15,672 (55.79 per cent) resulted in temporary total disability, 84 (0.30 per cent) resulted in permanent partial disability and 25 (0.09 per cent) were fatal. The ratio of total accidents to the total number of employees is 1 to 10. The ratio of disabling injuries only is 1 to 18.

Approximately 2,300 employees, former employees or their dependants are receiving pensions or permanent disability allowances for injuries sustained in the course of their employment.

A portion of gross compensation disbursements and administration expenses are recovered from most of the Crown agencies whose employees are covered under the Act. Some of these agencies reimburse the Consolidated Revenue Fund for the actual cost of their accidents plus an administration charge; others pay an assessment, computed as a percentage of payroll, the same as industries are assessed under the provisions of the provincial Workmen's Compensation Acts.

Since 1971 the Division, with Treasury Board approval and with the co-operation of the provincial authorities, has provided compensation coverage for persons employed on special programs such as the Opportunities for Youth Program (OFY) and the Local Initiatives Program (LIP). Recently coverage has been extended to persons employed under the Local Employment Assistance Program (L.E.A.P.), Outreach and the Federal Labour Intensive Program (F.L.I.P.). Approximately 30 claims related to the Opportunities for Youth Program and 900 related to the Local Initiatives Program were received during the



year. The cost of the claims under these programs is recoverable from the sponsoring department.

During the year, 1,234 employees who were injured in accidents in which third parties were involved elected to claim compensation under the Government Employees Compensation Act, thereby subrogating their rights of action against the third party to Her Majesty: 1,048 of these cases were disposed of either by settlement or by determining that a case against the third party could not be substantiated, and 79 cases were referred to the Department of Justice for further action. A total of 1,185 claims was still under active consideration, at the close of the year. Of the total revenue of \$203,913 from settled third party claims, the amount of \$53,698 was distributed to 60 claimants. The balance was retained to cover costs of the claims.

Each day the processing of claims requires the creation of 150 new files, the handling of 400 pieces of mail, the retrieval of 100 files for further consideration and 200 files for the posting of claims expenditures.

For statistical information, see the following Tables:

Table 1 — Distribution of claims by Province and Extent of Disability.

Table 2 — Gross Compensation Disbursements and Administrative Expenses.

Table 3 — A Breakdown of Claims by Employer.

### **Merchant Seamen Compensation**

Seamen employed on ships (1) registered in Canada or (2) chartered by demise to a person resident in Canada or having his principal place of business in Canada, who are not covered under any provincial compensation legislation or the Government Employees Compensation Act are protected by the Merchant Seamen Compensation Act while the vessel on which they are employed is engaged on a foreign or home trade voyage as these voyages are described in the Canada Shipping Act.

The Merchant Seamen Compensation Board, which administers the Act, is composed of three senior Public Service employees appointed by the Governor in Council. The Chief of the Accident Compensation Division is Secretary to the Board.

Of the 28 claims received, 7 could not be considered as they did not come within the scope of the Act. Three awards for permanent partial disability and two awards for permanent total disability were made by the Board during the year. Supplementary payments for six dependent children of deceased seamen who were attending school after reaching the age of 18 years were approved by the Board.

For a statistical summary of claims received in each of the last five years, see Table 4.

### Injury Statistics<sup>1</sup> by Industries Subject to Federal Jurisdiction

Type of Industry	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Air Transport	1,097	14.71	4,137	10.82
Banking	167	0.79	631	0.58
Bridges and Tunnels, Maintenance of	11	19.24	37	12.62
Broadcasting	230	5.39	853	3.90
Communications	538	4.43	3,403	5.47
Crown Corporations	207	14.48	794	10.83
Feed, Flour and Seed Milling	790	26.71	2,935	19.35
Grain Elevators	756	33.66	3,789	32.90
Longshoring and Stevedoring	350	42.69	1,723	40.98
Mining	1,380	230.22	2,851	92.74
Pipelines	64	6.75	314	6.46
Postal Contractors	19	13.09	75	10.07
Railways	2,336	15.74	22,431	29.47
Road Transport	6,449	52.07	17,620	27.74
Water Transport	363	27.94	1,325	19.89
<b>Total</b>	<b>14,757</b>	<b>17.83</b>	<b>62,918</b>	<b>14.83</b>

<sup>1</sup> Statistics are based on the Annual Accident Experience Reports received from employers subject to the Canada Labour Code Part IV (Safety of Employees) and its regulations, for the calendar year 1973.

<sup>2</sup> "Disabling Injury Frequency Rate" is the number of disabling injuries per million man-hours worked.

<sup>3</sup> "Injuries per 100 employees" is the total of all injuries per one hundred man-years worked. One man-year equals 1,950 man-hours.

**Number of Accidents Investigated  
by  
AP Division Staff**

Regional Services Section	Public Service	Federal Enterprise	Total
Sydney		35	35
Nova Scotia including Newfoundland	77	34	111
New Brunswick	24	47	71
Québec	32	107	139
Ontario	15	116	131
Manitoba	24	131	155
Saskatchewan	20	77	97
Alberta and N.W.T.	26	66	92
British Columbia and Yukon	20	74	94
<b>Sub-Total</b>	238	587	825
Public Service Section	16	3	19
<b>Total</b>	254	590	844



Table 1

**Government Employees Compensation Act: Accident Claims Reported in 1973-74, by Province and Type of Claim**

Province	First Aid	Minor Medical Treatment	Temporary Disability		Permanent Disability	Fatal	Total <sup>(1)</sup> All Claims	Disallowed <sup>(2)</sup>
			Injury Leave <sup>(3)</sup>	Compensation				
Newfoundland	1	136	128	42	1	4	312	12
Prince Edward Island	—	48	35	12	—	1	96	—
Nova Scotia <sup>(4)</sup>	35	1,485	1,011	1,795	38	2	4,366	157
New Brunswick	12	497	273	61	—	—	843	16
Québec	64	2,256	3,053	482	27	1	5,883	50
Ontario	216	3,964	4,468	687	3	5	9,343	212
Manitoba	43	506	575	149	2	—	1,275	18
Saskatchewan	9	428	300	113	—	1	851	6
Alberta	64	771	877	111	7	4	1,834	15
British Columbia	78	1,410	1,147	201	2	2	2,840	40
Northwest Territories	7	209	28	81	3	4	332	3
Yukon Territory	12	49	17	9	1	—	88	1
Outside Canada	—	9	13	4	—	1	27	1
<b>Total</b>	<b>541</b>	<b>11,768</b>	<b>11,925</b>	<b>3,747</b>	<b>84</b>	<b>25</b>	<b>28,090</b>	<b>531</b>

<sup>(1)</sup> Does not include 930 claims arising out of Opportunities for Youth Program and Local Initiatives Program.

<sup>(2)</sup> Included in total claims reported.

<sup>(3)</sup> Cases in which salary is continued in lieu of compensation.

<sup>(4)</sup> Includes 2,028 claims from the Cape Breton Development Corporation.

Table 2

**Government Employees Compensation Act:  
Compensation Disbursements and the Federal Government's Share  
of Administration Expenses, by Province**

Province	1973-74 Compensation Costs	1973 Administration Costs	Total *
Newfoundland	108,648	10,189	118,837
Prince Edward Island	29,084	3,710	32,794
Nova Scotia	353,086	33,009	386,095
Nova Scotia (Cape Breton Development Corporation)	2,283,229	223,254	2,506,483
Nova Scotia (C.B.D. Old Silicosis)	336,031	—	336,031
New Brunswick	178,493	27,854	206,347
Québec	1,735,454	302,820	2,038,274
Ontario	1,799,207	250,428	2,049,635
Manitoba	141,972	38,281	180,253
Saskatchewan	312,875	56,259	369,134
Alberta	632,286	95,325	727,611
British Columbia	545,036	118,823	663,859
Outside Canada	1,849	—	1,849
<b>Total</b>	<b>8,457,250</b>	<b>1,159,952</b>	<b>9,617,202</b>

\* Includes disbursements for claims arising out of Opportunities for Youth and Local Initiatives Programs.

Table 3

**Injury Statistics<sup>1</sup>****A. Public Service Departments**

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Agriculture . . . . .	263	12.78	676	6.41
Auditor General's Office . . . . .	0	0	0	0
Canada Labour Relations Board . . . . .	0	0	0	0
Canadian Government Printing Bureau . . . . .	21	6.41	46	2.74
Canadian Grain Commission . . . . .	40	18.32	98	8.75
Canadian Int'l Development Agency . . . . .	3	1.77	3	0.35
Canadian Penitentiary Service . . . . .	436	31.50	807	11.37
Canadian Radio-Television Commission . . . . .	0	0	0	0
Canadian Transport Commission . . . . .	0	0	1	0.16
Chief Electoral Officer . . . . .	0	0	1	2.17
Commissioner of Languages . . . . .	0	0	0	0
Communications . . . . .	8	2.53	16	0.99
Consumer and Corporate Affairs . . . . .	33	7.36	67	2.91
Energy, Mines and Resources . . . . .	43	5.89	169	4.52
Energy Supplies Allocation Board . . . . .	0	0	0	0
Environment . . . . .	188	7.95	586	4.83
External Affairs . . . . .	18	1.96	30	0.64
Finance . . . . .	1	0.81	2	0.31
Government House . . . . .	1	6.25	2	2.44
House of Commons . . . . .	28	5.86	57	2.33
Immigration Appeal Board . . . . .	0	0	0	0
Indian Affairs and Northern Development . . . . .	498	20.03	996	7.81
Industry, Trade and Commerce . . . . .	9	1.87	19	0.77
Information Canada . . . . .	15	13.13	25	4.27
Insurance . . . . .	0	0	0	0
International Joint Commission . . . . .	0	0	0	0
Justice . . . . .	2	1.15	6	0.67
Labour . . . . .	4	2.10	7	0.72
Law Reform Commission . . . . .	0	0	0	0
Library of Parliament . . . . .	2	7.77	2	1.52
Manpower and Immigration . . . . .	46	1.94	117	0.96
National Capital Commission . . . . .	50	25.85	107	10.79
National Defence . . . . .	2,768	37.76	5,304	14.11
National Energy Board . . . . .	0	0	1	0.37
National Health and Welfare . . . . .	123	7.04	280	3.12
National Library . . . . .	6	7.40	6	1.44
National Museums of Canada . . . . .	6	5.22	16	2.71
National Revenue:				
-Taxation . . . . .	98	3.76	212	1.59
-Customs and Excise . . . . .	82	4.73	204	2.30
Post Office . . . . .	6,345	62.19	9,896	18.92
Privy Council Office . . . . .	2	2.27	4	0.89
Public Archives . . . . .	9	8.77	15	2.85
Public Service Commission . . . . .	7	1.42	19	0.75
Public Works . . . . .	246	16.49	549	7.17
Regional Economic Expansion . . . . .	49	12.76	108	5.48
Representation Commissioner . . . . .	0	0	0	0
Royal Canadian Mounted Police . . . . .	56	11.59	95	3.83
Science and Technology . . . . .	0	0	3	1.97
Secretary of State . . . . .	2	0.45	8	0.35
Senate . . . . .	0	0	0	0
Solicitor General . . . . .	1	3.35	3	1.96
Statistics Canada . . . . .	44	4.56	72	1.46
Supply and Service . . . . .	94	6.18	177	2.27
Tariff Board . . . . .	0	0	0	0



(Cont'd.)

Tax Review Board . . . . .	0	0	0	0
Transport:				
—Administration . . . . .	3	2.25	22	3.22
—Marine Services . . . . .	272	21.45	705	10.84
—Air Services . . . . .	289	12.18	639	5.25
Treasury Board . . . . .	1	0.79	3	0.46
Unemployment Insurance Commission . . . . .	65	3.12	164	1.53
Urban Affairs and Housing . . . . .	2	4.62	4	1.80
Veterans Affairs . . . . .	402	20.53	514	5.12
<b>Total . . . . .</b>	<b>12,681</b>	<b>23.54</b>	<b>22,863</b>	<b>8.28</b>

**B. Government Agencies Not Subject to Treasury Board Occupational Safety Policy**

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Atlantic Pilotage Authority . . . . .	2	8.62	5	4.20
Atomic Energy Control Board . . . . .	0	0	0	0
Atomic Energy of Canada . . . . .	72	8.77	164	3.90
Bilingual Districts Advisory Board . . . . .	0	0	0	0
Canada Deposit Insurance Corporation . . . . .	0	0	0	0
Canadian Arsenals Limited . . . . .	18	21.32	44	10.16
Canadian Broadcasting Corporation . . . . .	149	7.31	306	2.93
Canadian Council of Resource Ministers . . . . .	0	0	0	0
Canadian Film Development Corporation . . . . .	0	0	0	0
Canadian Overseas Telecommunications Corporation . . . . .	8	4.26	27	2.80
Canadian Saltfish Corporation . . . . .	0	0	0	0
Central Mortgage and Housing Corporation . . . . .	41	7.06	87	2.92
Company of Young Canadians . . . . .	0	0	0	0
Crown Assets Disposal Corporation . . . . .	0	0	0	0
Defence Construction (1951) Limited . . . . .	1	2.26	1	0.44
Defence Research Board . . . . .	47	11.90	83	4.10
Economic Council of Canada . . . . .	0	0	0	0
Eldorado Aviation Limited . . . . .	1	9.50	5	9.26
Eldorado Nuclear Limited . . . . .	64	43.94	170	22.76
Farm Credit Corporation . . . . .	1	0.78	3	0.45
Fresh Water Fish Marketing Corporation . . . . .	63	92.57	106	30.37
Great Lakes Pilotage Authority . . . . .	4	31.56	6	9.23
Indian Claims Commission . . . . .	0	0	0	0
International Northwest Atlantic Fisheries Commission . . . . .	0	0	0	0
International Pacific Halibut Fisheries Commission . . . . .	0	0	0	0
International Pacific Salmon Fisheries Commission . . . . .	1	7.54	3	4.41
Laurentian Pilotage Authority . . . . .	1	6.11	1	1.19
Medical Research Council . . . . .	0	0	0	0
National Arts Centre Corporation . . . . .	7	12.38	19	6.55
National Film Board . . . . .	4	2.19	19	2.03
National Harbours Board . . . . .	219	55.35	363	17.89
National Research Council . . . . .	50	7.45	133	3.86
Northern Canada Power Commission . . . . .	9	12.61	36	9.84
Northern Transportation Company Ltd. . . . .	44	41.40	152	27.89
Pacific Pilotage Authority . . . . .	0	0	0	0
Public Service Staff Relations Board . . . . .	0	0	0	0

(Cont'd.)

Royal Canadian Mint . . . . .	44	42.90	87	16.54
Science Council of Canada . . . . .	0	0	1	1.75
Seaway International Bridge Corporation . . . . .	0	0	0	0
Limited . . . . .	103	29.99	208	11.81
St. Lawrence Seaway Authority . . . . .	0	0	0	0
Standards Council of Canada . . . . .				
Sub-Total . . . . .	953	14.34	2,029	5.95
Cape Breton Development Corp. . . . .	1,604	354.10	2,028	87.30
Total . . . . .	2,557	36.02	4,057	11.14

1Statistics are based on compensation claims received during the fiscal year 1973-74.

2"Disabling Injury Frequency Rate" is the number of disabling injuries per million man-hours worked.

3"All Injury Rates" are based on the total of medical aid and disabling injuries.  
Employment is calculated from man-hours worked on the basis of 1,950 man-hours per man-year.

Table 4

### Merchant Seamen Compensation Act: Statistical Summary

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1969-70	37	2,450	28	26	1	1
1970-71	34	2,250	41	35	0	6
1971-72	30	2,000	31	26	3	2
1972-73	26	1,850	33	31	5	2
1973-74	27	1,900	28	18	5	2

## • Women's Bureau

The work of the Women's Bureau continued to be directed toward accelerating changes in the attitudes and practices that adversely affect the status of women generally and the status of women in the labour force in particular.

The staff of the Bureau received a great many requests to participate as speakers or resource personnel in workshops, meetings and conferences dealing with various aspects of the status of women and involving a wide variety of groups throughout the country. The Bureau handled a large number of public demands for information.

The Bureau continued to collect and analyse information from a variety of sources in order to maintain up-to-date and relevant statistical and other data pertaining to the socio-economic status of women both in Canada and abroad.

The publications produced by the Bureau received wide public interest. In addition to the annual publications, *Women in the Labour Force: Facts and Figures* and *Women's Bureau '73*, the Bureau published an updated edition of *The Law Relating to Working Women* as well as a bimestrial newsletter *Women at Work*.

The Bureau was represented on a number of interdepartmental committees, including the Interdepartmental Committee on Equal Opportunities and the Interdepartmental Committee on International Women's Year and two committees under the chairmanship of the Department of External Affairs: The Interdepartmental Committee on Human Rights and the Interdepartmental Committee on the Specialized Agencies of the United Nations.

The Bureau participated in various activities at the international level. A member of the staff attended a meeting of the Women's Council of the Antigua Workers Union at St. John's, Antigua. The Director of the Bureau led the Canadian delegation to a meeting of experts on the role of women in the economy, held in Washington, D.C., under the auspices of the Organization for Economic Co-operation and Development. The Bureau received foreign administrative trainees and recipients of fellowships in co-operation with the Canadian International Development Agency and the International Labour Affairs Branch of the Department.

Wide media coverage of the activities of the Bureau was received. In addition, Bureau staff participated in a large number of radio, television and press interviews. The Bureau also sponsored radio and television spots on equal pay and equal opportunities in employment.





## Research and Development Program

The Research and Development Program provides statistical and research functions in the development and support of policies and programs of the Department and for general labour-management purposes. The program is carried out through three branches: Economics and Research, Legislative Research, and Library Services.

During the year, responsibility for three relatively new programs was transferred to the Economics and Research Branch. These are the Adjustment Assistance Benefit Regulations applicable to older workers in the textile and clothing industries, a similar program of Adjustment Assistance Benefit Regulations applicable to employees in the footwear and tanning industries, and an experimental program concerned mainly with behavioural research subjects.

A new program of research entitled "New Research Initiatives" was begun during the fiscal year. Projects during the year included the development of a quality of working life questionnaire, editing of the proceedings of a conference on social indicators, case studies of innovative industrial relations practices, and a series of studies of union and management needs and resources for industrial relations training and research. It was decided to carry out this type of research, in future, within the Economics and Research Branch.

### • Economics and Research

As part of the research and development program, the Economics and Research Branch carries out research in the fields of labour economics and industrial relations. The Branch is divided into three main areas: Statistical Development, Policy Research, and Program Support Research. In addition, the Branch has an Economic Analysis Division and administers the Department of Labour-University Research Program.

#### Economic Analysis Division

The main function of the Division is analysing and advising on general economic conditions and economic policy developments in Canada and abroad, particularly in those areas that have a special impact on the programs of the Department. Periodic and other reports were prepared for departmental use during the year, and economic documents and submissions were analysed and summarized for the development of departmental positions and policies.

#### Department of Labour-University Research Program

Fourteen grants totalling \$40,000 were awarded to graduate students and university faculty members under the Department of Labour-University Research Program, which supports research in the economic and social aspects of industrial relations.

#### Statistical Development Area

The Statistical Development Area is responsible for the Department's statistical activities, which include surveys and reports on wages, working conditions, work stoppages, labour organizations, and collective bargaining settlements and agreements.

## Collective Bargaining Division

The Collective Bargaining Division collects, analyses, and prepares reports on collective agreement settlements and the terms of collective agreements. It also maintains a library of 12,000 collective agreements, as well as copies of a variety of health, welfare and pension plans.

The Division published on a monthly basis the *Collective Bargaining Review*, which highlights the terms of major collective agreement settlements covering 500 or more employees (excluding construction agreements). The 1974 edition of the *Calendar of Expiring Agreements* was also published; the calendar lists the contracts that will expire during the calendar year.

The Division published a quarterly *Research Bulletin on Wage Developments*. This publication shows the average base rate increase resulting from major settlements during the quarter, and the change in base wage levels for all major contracts in force.

The Division continued its co-operative arrangement with the Ontario Ministry of Labour for the publication of a monthly report on *Collective Bargaining Settlements in Ontario*. This report contains information on the terms of settlement for all collective agreements covering 200 employees or more. The Division provided the data for settlements covering 500 or more employees and the Ontario Ministry of Labour provided data for settlements covering 200-499 employees.

In co-operation with the Canadian Construction Association, the Division analysed settlements in the construction industry that provided information on trends of wages and working conditions in the industry.

The Division responded to a large number of requests, particularly from unions and management, for special information on wage settlement and specific terms in collective agreements. A revised computer analysis program was completed during the year and this will enable the Division to service more effectively the individual requests for information.

## Labour Organizations and Labour Disputes Division

The major function of the Division is to compile, analyse and disseminate information on the Canadian labour movement and on work stoppages resulting from industrial disputes.

Annual data on union membership and the structure of unions were obtained, partly from a Statistics Canada survey under the Corporation and Labour Unions Returns Act (CALURA) and partly by a direct survey of labour organizations at the various levels.

The 1972 issue of *Labour Organizations in Canada* was published. The report contains statistics on the size and structure of the labour movement as well as directory-type information on national and international unions, independent local organizations, central labour bodies, and other labour-related organizations. Further details of union membership by industry and locality were published in *The Labour Gazette*. In addition, basic data and computer tabulations were prepared for use by provincial Departments of Labour.

A study of union growth during the 1960's was initiated. This study examines union membership trends by province and provides new information on the organization of public service employees, teachers and nurses.

Continuing analysis of work stoppage activity in Canada was carried on in the Division. The results were published in a monthly *Research Bulletin on Work Stoppages*, in *The Labour Gazette*, and in an annual publication, *Strikes and Lockouts in Canada*. Data for this program are obtained on a current basis from Canada Manpower Centres of the Department



of Manpower and Immigration, and are supplemented by information received from the provincial Departments of Labour.

The Division continued, during the year, to make available for public inspection the Section A part of the report filed by labour unions under the Corporation and Labour Unions Returns Act.

### **Surveys Division**

The Surveys Division collects and disseminates information on occupational rates of pay and on the working conditions of employees in Canadian industry. The Division also carries out special surveys as needed and participates jointly with Statistics Canada in an annual survey of selected employer labour costs.

The publication of final information from the October 1, 1972 annual survey of wages, salaries and hours of labour was completed early in the year. The October 1, 1973 survey was undertaken and two preliminary reports were issued. The first report (Volume I) contains the survey results, where available, for 53 office, maintenance, service and labour occupations in 88 Canadian communities; the second report (Volume II) contains results for specific industry occupations in 91 separate industries. The final reports were in preparation at the end of the fiscal year.

The Division's survey collects information also on a selected list of working conditions. The results of this part of the survey are published annually in *Working Conditions in Canadian Industry*. The 1973 edition of this publication was in preparation at the end of the fiscal year.

### **Policy Research Area**

This area, comprised of the Industrial Relations Research and the Wages Research Divisions, is responsible for research on industrial relations and wage and fringe benefit determination.

#### **Industrial Relations Research Division**

Research is carried out by the Division on many aspects of industrial relations, both in Canada and in other countries, that are relevant to the Department's interest and programs.

The major areas in which work was done during the year included work stoppages and collective bargaining, the rejection of tentative agreements by union members, labour adjustment to technological and other changes, and the association of employers for collective bargaining.

Studies were undertaken, for use within the Department, of work stoppages that occur during the term of collective agreements, trends in collective bargaining during the 1970's, and experiments in dispute prevention and settlement.

The fifth issue of *Industrial Relations Research in Canada* was published. This is an inventory of research in industrial relations undertaken by academic institutions, private individuals, and federal and provincial government departments.

Regular contact was maintained with researchers in universities, provincial labour departments and other organizations.

## Wages Research Division

The Wages Research Division published a study of trends in labour productivity, unit costs and prices in 22 manufacturing industries under the title, *Productivity, Costs and Prices*. Data on these and many other industries are being kept up-to-date as new information becomes available.

A report on *Canadian Labour Income: Recent Trends, The Current Picture* was also published. Containing charts and tables, it updates some of the statistics presented in a 1967 study of postwar wage behaviour and a 1969 analytical comparison of wages in Canada and the United States.

A study of patterns and trends in time paid for but not worked was completed. It includes an examination of trends in paid holidays and vacation time as well as the compressed work week and flexible working time.

A study of the administration of employee compensation was finished. This study examines, among other things, changes in systems of payment by results (e.g., piecework) and payment by time (e.g., per hour, per week).

Research into the economics of low-wage industries progressed substantially and a preliminary report was completed. A study of the economics of regional wage differentials was initiated and is a continuing project in the new fiscal year.

A member of the Division represented the Department at a meeting on industrial relations of the Organization for Economic Co-operation and Development (OECD).

## Program Support Research Area

The Program Support Research Area carries out advisory and research work for the Department's industrial relations and employment standards programs. The area comprises three divisions: Federal Industries, Operational Research, and Pensions and Insurance Research.

### Federal Industries Division

The principal activities of this Division are in support of the Department's industrial relations program. Research was provided for the Conciliation and Arbitration Branch in connection with a number of labour disputes in the transportation industries.

Throughout the year continued research support was provided also to the Union-Management Services Branch.

### Operational Research Division

The principal activities of this Division are to provide support to the Department's employment standards program.

The Division assisted in developing criteria and conducted research for the revision of the federal minimum wage and provided basic research for other aspects of the Canada Labour Code.

The Division completed a study of enforcement policies and practices in Canada on behalf of the Safety Committee of the Canadian Association of Administrators of Labour Legislation. Statistics on industrial fatalities and work injuries in Canada were also prepared.

## Pensions and Insurance Research Division

The Division collected data and continued its research studies to determine the characteristics of pension plans in establishments under federal jurisdiction. It also carried out research and developed policy on the Adjustment Assistance Benefit Programs that provide benefits to displaced workers in the clothing and textile industry and in the leather footwear and tanning industry. Support services were provided to other branches in matters relating to pensions and insurance plans, and advisory services were supplied to other departments, labour unions and private individuals.

### • Legislative Research

The Legislative Research Branch provides a research, advisory and information service in matters concerning labour laws, regulations and administrative practice and the means in which these laws and regulations are interpreted and applied by courts, administrative tribunals and government agencies. In performing these functions the Branch provides an enquiries service, prepares regular publications and special studies, and provides summary material and information for other federal government departments and other governments, provincial and national.

The regular publications program includes the annual publication *Labour Standards in Canada*, the semiannual *Legislative Review*, a series of articles in *The Labour Gazette* on legislative developments, and standing reference papers on the minimum wage and industrial noise protection. During the year new publications were initiated, including a *Labour Case Reporter*, a series of rapid reference charts and a new report on protection against airborne particulates. A comprehensive study on wage protection mechanisms in Canada was completed and an analysis of human rights legislation for the Canadian Association of Statutory Human Rights Agencies. The annual report on legislative developments for the C.A.A.L.L. was also completed.

Studies were initiated or continued in subjects such as the use of arbitrators in Canada; the latest developments in defining managerial and confidential exclusions, workmen's compensation for farm workers; collective bargaining in Canada for special groups such as police, teachers, firemen and hospital workers; and accreditation in the construction industry.

Special reports were prepared for other government agencies such as National Health and Welfare, the Unemployment Insurance Commission, Manpower and Immigration, and Indian Affairs and Northern Development. Information on legislative developments in Canada was provided also to the ILO, other labour conferences, the provinces, industry, trade unions, students and the general public.

### • Library Services

The Library Services Branch, in addition to serving the Department of Labour, provides assistance to other government departments, researchers from labour unions and universities, and students. Services include the provision of quick information, more extensive literature search, loan of books, journals and reports, circulation of journals, and preparation of bibliographies.

A weekly list of current journal articles and books recently received is produced primarily for departmental researchers, although outside institutions in the subject field may



receive the list as well. A twice-monthly compilation of the tables of contents of major journals received in the library is distributed within the Department.

In the past year, the acquisition of an automatic typewriter has allowed increased efficiency in the production of catalogue and indexing cards, which in turn has improved the preparation of the weekly list of recent acquisitions and the list of recently received material appearing monthly in *The Labour Gazette*. Quicker and easier revision of the extensive number of bibliographies maintained by the library is possible with the new equipment.

Approximately 30 per cent of library users during the year were from outside the Department. In addition, 20 per cent of the loans made went outside. These figures confirm the fact that the library is continuing to carry out its earliest mandate to act as a general reference library to the country in matters concerning the working person.

The Library continued to work with other industrial relations libraries. For a third time, it prepared the annual list of Industrial Relations Theses and Dissertations presented at universities in the United States and Canada. This project is undertaken under the auspices of the Committee of University Industrial Relations Librarians.

Material in the French language received in the library during the past year can be found through the use of French subject headings. The use of French in cataloguing practice has initiated the gradual translation of the library's extensive Subject Heading List into French as a long-term project.

The Library is continuing its microfilming of Canadian labour papers to maintain an up-to-date file. Certain microfilmed titles are purchased by other libraries.

## Services Branches

### • International Labour Affairs

The International Labour Affairs Branch is responsible for co-ordinating Canadian participation in the work of the International Labour Organization; for promoting a better understanding of the industrial relations programs of other countries; and for strengthening federal-provincial relations in the labour field.

The Branch organized the fourth meeting of federal and provincial Deputy Ministers of Labour on ILO Questions, held in Ottawa on May 4, 1973. It was chaired by the Deputy Minister of the Canada Department of Labour. The main items on the agenda of the 58th Session of the International Labour Conference, held in Geneva in 1973, were discussed; a number of ILO Conventions that had been reviewed at the previous meeting of Deputy Ministers, in April 1972, were examined again. Other Conventions studied by the Branch during the year were reviewed to determine the degree of Canada's compliance with them and the prospects of their being ratified. These Conventions dealt with fee-charging employment agencies, minimum wage fixing, holidays with pay, indigenous and tribal populations, and migration for employment.

The annual meeting of the Canadian Association of Administrators of Labour Legislation, which provides a vehicle for exchanges between the federal and provincial jurisdictions of views and experience in the field of industrial relations, was held in Charlottetown, Prince Edward Island, July 24 to 27, 1973. Réal Mireault, Deputy Minister of Labour for Québec, was elected President. The Branch acts as a Secretariat for the Association.

### Programs Division

This Division has continuing responsibility for Canada's tripartite participation in the activities of the ILO as well as the OECD.

In the year under review it co-ordinated Canada's participation in the 58th Session of the International Labour Conference, which adopted two international instruments concerning "Minimum Age for Admission to Employment" and "Social Repercussions of New Methods of Cargo Handling (docks)." As well, the Division co-ordinated Canada's participation in the 8th Session of the Petroleum Committee, the 9th Session of the Textiles Committee, the Second Tripartite Technical Meeting on the Timber Industry and the 12th International Conference of Labour Statisticians which met in Geneva under the auspices of the ILO. Three meetings of the ILO Governing Body, the 190th, the 191st and 192nd, were also held during the year, as well as the 4th Session of the Inter-American Advisory Committee, which met in Lima, Peru.

The Division also promoted the third regional training course for labour administrators in the English-speaking Caribbean, sponsored jointly by the Canadian International Development Agency and the International Labour Office.

Activities of the Manpower and Social Affairs Committee of the OECD continued to be of considerable interest to the Department, especially the Working Party on Industrial Relations.

The Division contributed to the formulation, in consultation with other interested departments, of the Canadian position on technical assistance matters at ILO meetings. It

also advised on Canadian technical assistance programs in the labour field. Assistance was given in the organizing, administration and conduct of training programs for some 20 overseas trainees arriving in Canada under the auspices of ILO-sponsored training programs or under bilateral training programs.

### **International Standards Division**

The Division continued to develop its analysis of various ILO Conventions considered most relevant to Canada, comparing the requirements of such Conventions with relevant federal and provincial legislation in order to clarify the degree of their implementation in Canada, and indicate what further action would be required to achieve full compliance with and eventual ratification of such Conventions.

The Division prepared, in co-operation with other departments and the provinces, replies to the ILO questionnaires on "Organizations of Rural Workers and their Role in Economic and Social Development," "Migrant Workers" and "Human Resources Development": "Vocational Guidance and Vocational Training"; and prepared Canada's position with respect to various technical items on the agenda of the 58th Session of the ILO Conference in June 1973.

Briefing papers were prepared for the fourth meeting of Deputy Ministers of Labour on ILO Questions; and the Division co-ordinated the preparation of reports to the ILO on the implementation of Conventions ratified by Canada.

### **International Services Division**

The Labour Counsellors continued to provide a steady flow of information on labour and social matters in their respective jurisdictions in Brussels, London and Washington. During the year the Counsellor at Brussels became physically located with the Mission of Canada to the European Communities when Canmiseur became a separate mission, with the appointment of a full-time Ambassador, since the bulk of his reporting relates to the European Economic Community. He continued to be accredited to Belgium, however.

The Labour Counsellor in London represented the Department at a number of meetings of the Manpower and Social Affairs Committee of the OECD in Paris.

### **• Financial and Management Services**

The office of the Security Co-ordinator was established in September 1973 under the general direction of the Director, Financial and Management Services. This office plans, organizes and implements the Security Program for the Department in the areas of personnel and information security, co-ordination of physical security at Headquarters and in the Field, and maintains the emergency planning program.

The planning for the Department's new accommodation in Hull in Place du Portage, Phase II, continued. After a full study of the consultants' recommendations, the adoption of the open office concept was approved. Work continues on detailed layouts, selection of furniture and equipment and other related matters.

Several renovations took place in 1973-74, both at Headquarters and in the Field Offices. The Canada Labour Relations Board, an independent body since March 1, 1973, moved to new quarters.



One major branch filing system underwent revision, completed in the later part of the year. The section continued the consolidation of its subject records by transferring two groups of subject file holdings to the main unit. Late in 1973 the microfilm unit completed its major undertaking to date: filming all significant collective agreements from 1918-1970.

The Department Library is now using the automatic typewriter facilities of the Transcribing Section for catalogue and periodical indexing cards; bulletins and bibliographies. The turnaround time to make books available to users has been reduced by 50 per cent.

### **Financial Services**

The Financial Services Division recommended and implemented changes in financial planning and reporting incorporating operational outputs. The systems in the accounting section were changed in order to provide more efficient service. More than 5,000 payments were made to individuals from the Labour Standards Suspense Accounts.

### **Data Processing**

The Data Processing Division has, during the past year, expanded the major systems and increased the hardware capacity within the Operations Unit.

Within the Systems area, the annual Survey of Wages and Working Conditions was redesigned to implement recommendations resulting from a management consultant's study of the Department's wage and salary survey program. The computerized Financial Management Cost Reporting System developed last year to assist managers in measuring the effectiveness of financial and human resource allocation was extended. Two systems were combined in a new system called Work Stoppage Statistics to produce reports on the status of strikes and lockouts across Canada, print statistical data for regular publications, and respond to industry requests for historical data. The Collective Agreements and Collective Bargaining systems were enlarged to enhance data retrieval capabilities on both expired and in-force agreements.

Owing to the large volume of printing, the Operations Unit of the Data Processing Division expanded its capacity by adding a second printer as well as a magnetic tape drive and an additional 16K of memory to the central processor. This enables the Unit to do most printing on site, particularly large-volume print jobs, which previously were routed to the site of the host computer.

Productivity of the Data Processing Division has increased by approximately 10 per cent.

### **Management Improvement**

In the Management Improvement Division, new systems were designed and implemented in the Personnel Administration Branch, Financial and Management Services Branch and the Library Services Branch, which provided management with more accurate information and more efficient processing.

Development of a centralized Departmental mailing distribution system is presently under way. It will eliminate the duplication existing in 52 separate mailing lists and provide a more informative picture for managers to assist them in determining the publics they wish to cover.

The Forms Management Unit continued its program of introducing standard forms in the Department, significant cost savings being realized. The paper shortage prompted changes in the use of envelopes and printing of material, which have resulted in considerable cost savings.

At the close of the year a major study was undertaken of all administrative services such as Centralized Records, Mail and Messenger Services and others, with the object of designing more efficient and effective services for use after the Department's move to Place du Portage in Hull.

### ● Personnel Administration

Activities of the Personnel Administration Branch were designed to keep pace with the changing situations and programs originating within the Department or from Treasury Board and the Public Service Commission. The most important event in the personnel area was an announcement early in 1974, by senior officials of the Treasury Board and the Public Service Commission, that a review of personnel management would be conducted in the Public Service. Senior members of both line and personnel management were involved in the initial review. Recently a senior member of line management was appointed and loaned to the study group.

The Branch assisted in adapting to changes, particularly in the revised approach of staffing delegation. It also offered advice in human resource planning, staff relations and classification.

The Official Languages Policy has been significantly reinforced with the issuance of Treasury Board guidelines on language requirements.

The Staff Development Program, including the Internal AT Program, has been completed with excellent results.

### Human Resource Planning and Staffing

A revised approach to delegation of staffing authority was studied, and a new competition policy was implemented. The new Treasury Board Guidelines on the staffing of bilingual positions presented a special challenge.

Recruitment for the Special Development Program, including Internal AT's, has been completed and the Program is under way. Through this Program twelve candidates, eight women and four men, are being trained to assume positions in the Administrative and Foreign Service Category, throughout the Department at Ottawa and in the field.

The Branch was represented on the Interdepartmental Committee on Equal Opportunities for Women in the Public Service, and participated in the EOW Work Group on Staffing, Training and Career Development. Departmental recommendations were made on the promotion of senior administrative support staff to officer level positions, and on the recruitment of women with specialized skills from the private sector.

### Staff Relations Section

Two changes of incumbent in the Staff Relations Officer position occurred during the year.

A comprehensive advisory service to line managers was provided on all aspects of employer-employee relations.

There were 13 grievances presented during the year. Two were withdrawn, three sustained, one granted in part, three denied below final level and abandoned, and four denied at final level. None went to adjudication.

Consultation between management and two employee organizations continued throughout the year.

#### Classification and Pay

The Treasury Board revision of classification standards necessitated the re-writing and evaluation of many departmental positions; a particularly involved process was the conversion of the ST group.

A classification training program was provided for departmental managers in preparation for further delegation; a review program was initiated to update information on all departmental position files; performance and senior merit pay plans were administered and action taken on the Treasury Board Audit Report.

#### Personnel Services Section

The new Public Service Employees Pay System scheduled for implementation in 1973-74 was delayed pending results of experimentation with the system in the Department of Supply and Services. If satisfactory results are obtained, the system will be introduced throughout the Public Service later this year or early next.

#### Official Languages Division

The Official Languages Policy has been significantly reinforced with the issuance of Treasury Board guidelines on language requirements.

During the initial process of the Official Languages Administrative System (OLAS), all positions have been identified and bilingual positions have been designated. As a result, a greater number of employees have enrolled in continuous language training in order to meet the language requirements of their position.

Treasury Board, through Vote 15, has provided funds for an in-house French Administrative Correspondence Course. Francophone and bilingual anglophone employees as well have taken advantage of it and as a consequence, French has improved its status as a language of internal communication.

Owing mainly to the Public Service Commission's regulation concerning the period of validity of results, the language knowledge testing function also has accounted for a larger share of Branch duties.

#### ● Public Relations

During the year the Branch carried out significant informational educational and promotional programs to deepen public understanding of the Department's policies, programs and activities.



## Information Division

Special material was prepared in connection with the resumption of railway transportation following a strike that involved some 91,000 rail employees. The three major disputes centred around the Railway Association of Canada, Canadian National and Canadian Pacific railway companies and other shortline companies; Associated Non-Operating Railway Unions; United Transportation Union and Division No. 4, Railway Employees Department, AFL/CIO, representing various shopcraft unions.

Reports, news releases and a brochure were prepared on the Leather Footwear and Tanning Industries' Adjustment Assistance Benefits Program for displaced workers. The program, announced in December 1973 in conjunction with the Department of Industry, Trade and Commerce, compensates workers of 54 years of age or more who lose their employment through new work methods or technology. Workers are eligible for assistance if they worked in a plant where 50 employees or more were affected by technological change.

In addition, a revised pamphlet was introduced for older workers in textile and clothing industries who also were faced with early retirement.

Researching and writing of the Department's official history continued, in preparation for the Department's 75th anniversary in 1975.

Advertising programs on behalf of the Fair Employment Practices Branch, Accident Prevention and Compensation Branch, Women's Bureau and the National Industrial Relations Film Library were launched during the year, utilizing radio, TV and newspapers.

The fifth and final series of *Man and His Work* was completed during the year. This very popular educational series is much in demand by teachers and high school guidance counsellors, and reprints of previous series in both languages have been widely distributed.

Subject matter in the monthly tabloid, *Teamwork in Industry/Travail d'Equipe dans l'Industrie*, was broadened to include additional topics of concern to industrial relations practitioners. *Teamwork/Travail*, published on behalf of the Union-Management Services Branch, appears 10 times a year, and has a combined distribution totalling 51,000.

*Dialogue*, the Department's in-house journal, appeared in a new format, and a new brochure titled *Portage* was introduced and printed periodically to keep Department of Labour employees posted on the Department's move to Hull in early '75.

Numerous public requests for information on departmental activities were handled together with more than 500 inquiries from media representatives. Continuing liaison was maintained with the press and other representatives of the national media as well as specialists in industrial relations. *Labour News Headlines* and the weekly *Labour Journalists' Report* were sent regularly to an increasing number of general subscribers and labour journalists. A total of 40 news releases and 24 addresses by the Minister and other senior officials of the Department were prepared and distributed. Special Labour Day messages were prepared for union publications and for others specializing in industrial relations.

Film holdings in the National Industrial Relations Film Library totalled 128, with 31 available in both official languages.

## Publications Division

The number of titles processed, from typescript to printed book, by the Publications Division was greater in 1973-74 than in the previous year: 115 English and 111 French manuscripts compared with 89 in English and 84 in French the year before. The 12 monthly issues of *The Labour Gazette* and the 12 numbers of *La Gazette du Travail* are not included in the figures.

Reprints from *The Labour Gazette* were frequent during the year. Nine articles were reprinted as separate publications: "History and Structure of the Labour Movement in Canada, Parts I and II," by Francis J. McKendy, from the March and April numbers (reprinted as one booklet); "Could This Be Step One in the Rebirth of Canada's Merchant Fleet," by Jim McSween, from the April number; "Fulfilment on the Job: Possible Goal or Impossible Dream," by George Sanderson, from the June number; "Industrial and Geographical Distribution of Union Members in Canada," from the July number; "The Steelworkers' Solution Is a Constant Move Toward Greater Autonomy," by Jack Williams, from the August number; "A New Work Style for the Life Style of the Seventies," by George Sanderson, from the October number; "The Making of a Mediator" and "How to Prepare for Mediation," by David Kuechle, from the January and February numbers, which were reprinted under one cover with the title: *A Mediation Manual*.

Conversion to microfiche of *La Gazette du Travail* from 1900 to 1972 was completed during the year. This is to become an ongoing operation, as with *The Labour Gazette*.







les employés au courant des faits relatifs au déménagement du Ministère à Hull au début de

1975.

De nombreuses demandes de renseignements sur l'activité du Ministère nous ont été adressées de la part du grand public et sont venues s'ajouter à plus de 500 demandes en provenance des grands organes d'information. Nous sommes restés en contact avec les journalistes et les autres représentants de la presse nationale ainsi qu'avec les spécialistes des relations du travail. Un nombre croissant d'abonnés et de journalistes spécialisés en questions ouvrières ont reçu la publication *Le Travail — Actualités* et l'hebdomadaire *Revue de presse à l'intention des chroniqueurs du travail*. Les services de rédaction ont préparé et diffusé 40 communiqués et vingt-quatre textes de causeries émanant du ministre ou d'autres hauts fonctionnaires du Ministère. À l'occasion de la fête du Travail, des messages ont été spécialement rédigés à l'intention des publications syndicales ou intéressant les relations professionnelles.

À la Cinémathèque nationale des relations du travail, 128 séances de films ont eu lieu; sur ce nombre, 31 films ont été présentés dans les deux langues officielles.

## Division des publications

Le nombre d'ouvrages imprimés sous forme de volumes par les soins de la Division des publications a atteint en 1973-1974 un nombre plus élevé que pendant l'année précédente, soit 115 manuscrits en langue anglaise et 111 manuscrits en langue française contre 89 et 84, respectivement. Les douze numéros mensuels de la publication *The Labour Gazette* ainsi que les numéros correspondants de *La Gazette du Travail* ne figurent pas dans ce calcul.

Il y a eu plusieurs réimpressions de la publication *The Labour Gazette* au cours de l'année. Neuf articles ont donné lieu à des tirés à part: "Le mouvement syndical au Canada, son histoire et ses structures, 1<sup>re</sup> et 2<sup>e</sup> parties", par Francis J. McKendry, paru dans les numéros de mars et d'avril (réimprimé sous forme de brochure); "Pour une marine marchande canadienne: le rapport Darling", par Jim McSweeney, numéro d'avril; "Peut-on trouver pleine satisfaction au travail?", par George Sanderson, numéro de juin; "Effectifs syndicaux 1971 par région et industrie", numéro de juillet; "Les métallos: vers une plus grande autonomie", par Jack Williams, numéro d'août; "*A New Work Style for the Life Style of the Seventies*", par George Sanderson, numéro d'octobre; "L'art du médiateur" et "Une médiation se prépare", par David Kuechle, tirés des numéros de janvier et de février et reproduits en un seul fascicule intitulé *Guide de médiation*.

Les numéros de *La Gazette du Travail* publiés de 1900 à 1972 ont été mis sur microfilm au cours de l'année. Cette opération, et celle s'appliquant à son pendant en langue anglaise, *The Labour Gazette*, s'effectue sur une base permanente.

anglophones bilingues pour leur permettre d'élargir la zone d'utilisation du français comme moyen interne de communication.

La section des tests de connaissance linguistique a pris de plus en plus d'importance par suite de l'application des nouvelles directives de la Commission de la Fonction publique concernant la période de validité des résultats.

## ● Relations publiques

Au cours de l'année, la Direction a mis en oeuvre, à des fins d'éducation, d'information ou de promotion, des programmes destinés à faire mieux connaître du grand public les orientations, les programmes et les activités du Ministère.

## Division de l'information

Des documents spéciaux ont été rédigés en rapport avec la reprise des transports ferroviaires interrompus par suite d'une grève qui a touché 91,000 employés des chemins de fer. Les trois conflits les plus importants ont impliqué l'Association des Chemins de fer du Canada, les Compagnies de chemins de fer du Canadien National et du Canadien Pacifique et d'autres réseaux ferroviaires de moindre envergure; l'Association des employés sédentaires des chemins de fer, les Travailleurs unis des transports et la Division n° 4 des employés des chemins de fer, FAT-COI, représentant divers syndicats de métiers.

Le personnel de la Division a rédigé des rapports, des communiqués et une brochure en rapport avec le Programme de prestations d'aide à l'adaptation des travailleurs déplacés des industries de la chaussure et du tannage. Ce programme, élaboré en décembre 1973 en collaboration avec le ministère de l'Industrie et du Commerce, a pour but de dédommager les travailleurs âgés de 54 ans ou plus qui perdent leur emploi en raison de méthodes ou de techniques de travail nouvelles. Cette aide est mise à la disposition des travailleurs occupés dans une usine où au moins 50 employés ont été touchés par le progrès technique.

Une brochure révisée a également été publiée à l'intention des travailleurs âgés du textile et du vêtement qui ont à faire face à une retraite prématurée.

On a poursuivi les recherches documentaires et la rédaction des textes qui figureront dans l'histoire officielle du Ministère en prévision du 75<sup>e</sup> anniversaire de celui-ci qui aura lieu en 1975.

Des programmes publicitaires faisant appel à la radio, à la télévision et à la presse ont été inaugurés au cours de l'année pour le compte de la Direction des justes méthodes d'emploi, de la Direction de la prévention des accidents et de l'indemnisation, du Bureau de la main-d'oeuvre féminine et de la Cinématique nationale des relations du travail.

On a publié le cinquième et dernier fascicule de la série intitulée *Travail des hommes*. Cette série de portée éducative jouit d'une grande popularité auprès des enseignants et des conseillers en orientation des établissements d'enseignement secondaire. Les numéros antérieurs, dans les deux langues, ont été réimprimés et distribués en grand nombre.

La matière de la publication mensuelle *Teamwork in Industry/Travail d'équipe dans l'industrie* a été repensée pour accueillir des sujets nouveaux intéressant les praticiens des relations du travail. *Teamwork/Travail d'équipe*, publié au nom des Services syndicaux-patronaux, paraît dix fois par année et a un tirage global de 51,000 exemplaires. L'organe de la maison, *Dialogue*, a reçu une nouvelle livrée tandis qu'un dépliant intitulé *Portage* était publié pour la première fois et doit paraître périodiquement pour tenir



La Direction était représentée au sein du Comité interministériel de la promotion de la femme dans la Fonction publique et a fait partie du groupe de travail dudit comité chargé d'étudier la dotation en personnel, la formation et les carrières. Le Ministère a formulé des recommandations concernant l'avancement du personnel des niveaux supérieurs de la catégorie du soutien administratif à des postes d'agents, et le recrutement, dans le secteur privé, de femmes qualifiées dans un domaine spécialisé.

#### Section des relations de travail

Au cours de l'année, le poste d'agent des relations de travail a changé deux fois de titulaire. Les administrateurs ont bénéficié d'un service consultatif complet traitant de tous les aspects des relations employeur-employé.

Treize griefs ont été formulés au cours de l'année: deux ont été retirés, trois acceptés, un accepté partiellement, trois repoussés avant le dernier échelon et abandonnés, et quatre repoussés au dernier échelon. Aucun n'est allé en jugement. Les consultations entre la direction et deux organisations d'employés se sont poursuivies tout au long de l'année.

#### Classification du personnel et rémunération

La révision des normes de classification effectuée par le Conseil du Trésor a nécessité la redéfinition et la réévaluation de nombreux postes du Ministère, et la reclassement du groupe des sténographes a occasionné beaucoup de travail. Les administrateurs du Ministère ont bénéficié d'un programme de formation en matière de classification en vue d'une délégation accrue d'autorité dans ce domaine. Un programme de révision a été lancé pour mettre à jour les renseignements concernant tous les dossiers des postes du Ministère. On a mis en vigueur des régimes de rémunération au rendement et à l'ancienneté, et donné suite au rapport de vérification du Conseil du Trésor.

#### Section des services au personnel

Le nouveau système de rémunération des fonctionnaires qui devait être adopté en 1973-1974 a été suspendu en attendant les résultats des essais effectués avec le système au Ministère des Approvisionnement et Services. Si les résultats obtenus sont satisfaisants, le système sera adopté dans toute la Fonction publique à la fin de cette année ou au début de la suivante.

#### Division des langues officielles

Les nouvelles directives du Conseil du Trésor ont marqué un tournant dans le raffermissement de la politique des langues officielles au sein du Ministère. La phase initiale du système d'organisation administrative des langues officielles (OLO) a permis l'identification de tous les postes et la désignation des postes bilingues du Ministère. En conséquence, un grand nombre d'employés ont entrepris ou entreprendront bientôt leur formation linguistique en vue de satisfaire aux exigences bilingues de leur poste. Grâce aux fonds du Crédit 15 du Conseil du Trésor, un cours français de rédaction administrative a pu être dispensé, au Ministère même, à des employés francophones et

## Division de la réforme administrative

La Division a conçu de nouveaux systèmes qui ont été mis en application dans la Direction de l'administration du personnel, la Direction des services financiers et administratifs et la Bibliothèque, et qui ont fourni aux cadres des renseignements plus précis et un traitement plus efficace.

La Division étudie actuellement un système centralisé de distribution du courrier du Ministère. Ce système éliminera le double-emploi des 52 listes de distribution distinctes et fournira aux cadres une image plus précise qui les aidera à déterminer les publics qu'ils veulent atteindre.

Le service de la gestion des formules a poursuivi son programme de lancement de formules uniformisées dans le Ministère et ce programme a permis de réaliser des économies importantes. La pénurie de papier a précipité l'utilisation de nouvelles enveloppes et l'impression de documents, et a entraîné des économies considérables.

À la fin de l'année, la Division avait commencé une étude importante de tous les services administratifs tels les dossiers centralisés, le service du courrier et des messages, etc., dans le but de fournir des services plus efficaces et plus utiles après le déménagement du Ministère à Place du Portage à Hull.

## ● Administration du personnel

Les activités de la Direction ont suivi le rythme des situations et des programmes en évolution dans le Ministère, au Conseil du Trésor et à la Commission de la Fonction publique. L'événement le plus important dans le domaine du personnel a eu lieu au début de l'année 1974 lorsque des hauts fonctionnaires du Conseil du Trésor et de la Commission de la Fonction publique ont annoncé une révision de la gestion du personnel dans la Fonction publique. Des cadres de la gestion organique et de la gestion du personnel ont participé à la révision initiale et un cadre de la gestion organique a été dernièrement nommé et prêté au groupe d'étude.

La Direction a aidé la Division de la planification de la main-d'œuvre, la Division des relations de travail et la Division de la classification à s'adapter aux changements, surtout à la formule révisée de la délégation en matière de dotation en personnel, et leur a offert des conseils.

La politique des langues officielles s'est trouvée considérablement renforcée par les nouvelles directives du Conseil du Trésor en matière d'exigences linguistiques.

L'achèvement du Programme de perfectionnement du personnel incluant le Programme interne de stages en administration a donné d'excellents résultats.

## Planification de la main-d'œuvre et dotation en personnel

La délégation d'autorité en matière de dotation en personnel a fait l'objet d'une révision et une nouvelle politique des concours est en vigueur. Les nouvelles directives du Conseil du Trésor sur la dotation des postes bilingues ont lancé un défi particulier.

Le Programme spécial de perfectionnement, incluant le Programme interne de stages en administration, a terminé son recrutement et il est en cours. Grâce à ce programme, douze candidats, huit femmes et quatre hommes, reçoivent une formation pour occuper des postes de la catégorie administrative et du service extérieur, dans le Ministère à Ottawa et dans les régions.

complète des recommandations présentées par les conseillers. Les travaux continuent pour étudier le détail de l'aménagement, choisir les meubles et le matériel et s'occuper d'autres domaines connexes.

Le Bureau central et les bureaux régionaux ont subi plusieurs transformations en 1973-1974. Le Conseil canadien des relations du travail, autonome depuis le 1er mars 1973, a emménagé dans ses nouveaux locaux.

On a entrepris la révision d'un système important de classement des dossiers de la Direction et ce travail a été achevé à la fin de l'année. La section a poursuivi la centralisation de ses dossiers par sujet en transférant deux groupes de dossiers à l'unité centrale. À la fin de 1973, la section des microfilms a terminé son travail le plus important jusqu'à présent: le filimage de toutes les conventions collectives importantes de 1918 à 1970.

La Bibliothèque du Ministère utilise maintenant la machine à écrire automatique du service de transcription pour les cartes de catalogue et d'indexation périodique, les bulletins et les bibliographies. Le temps de roulement nécessaire pour mettre les livres à la disposition des usagers a été réduit de moitié.

## Services financiers

La Division a recommandé et mis en application des modifications des systèmes de planification et d'établissement des rapports de façon à y inclure le rendement. Pour obtenir un service plus efficace, on a modifié les systèmes de la section de la comptabilité. La Division a effectué plus de 5,000 paiements individuels tirés des comptes d'ordre des normes du travail.

## Traitement des données

Au cours de l'année dernière, la Division a élargi les principaux systèmes et accru la capacité du matériel du centre des opérations.

Dans le secteur des systèmes, on a repensé l'Enquête annuelle sur les salaires et les conditions de travail pour appliquer des recommandations tirées d'une étude réalisée par un conseiller en gestion sur le programme d'enquête du Ministère sur la rémunération et les salaires. Le système mécanographique de rapports des coûts de la gestion financière, mis au point l'an dernier pour aider les directeurs à mesurer l'efficacité des ressources financières et humaines affectées, a connu une expansion. Deux systèmes ont été combinés en un nouveau système appelé la "Statistique concernant les arrêts de travail" pour fournir des rapports sur la situation des grèves et des lock-out dans tout le Canada, imprimer les données statistiques destinées aux publications périodiques et répondre aux demandes de données statistiques émanant de l'industrie. La Division a élargi la portée des systèmes de conventions et de négociations collectives pour en augmenter la capacité d'extraction des données concernant les conventions actuelles ou expirées.

En raison du volume énorme des travaux d'impression, le service des opérations de la Division a augmenté sa capacité en ajoutant à l'unité centrale une seconde imprimante ainsi qu'un dérouleur de bande magnétique et une mémoire supplémentaire 16K. Le service peut donc imprimer la plupart des travaux sur place, surtout les gros travaux d'impression qu'il fallait envoyer auparavant à l'ordinateur central.

La productivité de la Division a augmenté d'environ 10%.



réunions de l'OIT. Elle a aussi donné des conseils relativement aux programmes canadiens d'assistance technique dans le domaine du travail. Elle a aidé à organiser, à administrer et à appliquer des programmes de formation à l'intention de quelque vingt stagiaires venus d'outre-mer dans le cadre de programmes de formation parrainés par l'OIT ou de programmes bilatéraux de formation.

### Division des normes internationales

La Division a poursuivi ses analyses de diverses conventions de l'OIT considérées comme présentant le plus d'intérêt pour le Canada, en comparant les exigences de ces conventions aux dispositions des lois fédérales et provinciales pertinentes, en vue d'établir dans quelle mesure le Canada s'y conforme et d'indiquer les mesures qui s'imposent pour assurer l'entière conformité avec les conventions de l'OIT que le Canada pourrait éventuellement ratifier.

En collaboration avec d'autres ministères et les gouvernements provinciaux, la Division a préparé les réponses aux questionnaires de l'OIT concernant "Les organisations de travailleurs ruraux et leur rôle dans le développement économique et social", "Les travailleurs migrants" et "La mise en valeur des ressources humaines: orientation et formation professionnelles", et a défini la position du gouvernement canadien sur divers points techniques figurant à l'ordre du jour de la 58e session de la Conférence internationale du Travail qui a eu lieu en juin 1973.

La Division a préparé des documents d'information en prévision de la quatrième réunion des sous-ministres du Travail pour l'examen de questions concernant l'OIT et elle a coordonné la préparation de rapports destinés à l'OIT sur l'application des conventions ratifiées par le Canada.

### Division des services internationaux

Les conseillers du travail ont continué à fournir régulièrement des renseignements sur les domaines social et du travail dans leurs territoires respectifs de compétence à Bruxelles, Londres et Washington. Au cours de l'année, le lieu de travail du conseiller à Bruxelles a été établi dans la Mission du Canada auprès des communautés européennes lorsque celle-ci est devenue une mission indépendante avec un ambassadeur permanent, puisque la majorité de ses rapports touchent la Communauté économique européenne. Le conseiller est cependant toujours accrédité auprès de la Belgique.

Le conseiller du travail à Londres a représenté le Ministère à plusieurs réunions du Comité de la main-d'œuvre et des affaires sociales de l'OCDE à Paris.

### ● Services financiers et administratifs

Le bureau du coordonnateur de la sécurité a été créé en septembre 1973 sous l'autorité générale du Directeur des services financiers et administratifs. Le bureau planifie, organise et met en application le Programme de sécurité du Ministère dans les secteurs de la sécurité du personnel et des renseignements, de la coordination de la sécurité des installations matérielles au Bureau central et dans les régions, et s'occupe du programme de planification d'urgence.

La planification des nouveaux locaux du Ministère à Hull, Place du Portage, Phase II, s'est poursuivie et le concept des bureaux payésagers a été approuvé après une étude

La Direction des affaires internationales du travail est chargée de coordonner la participation du Canada à l'activité de l'Organisation internationale du Travail, d'assurer une meilleure compréhension des programmes de relations industrielles des pays étrangers et de renforcer les relations fédérales-provinciales dans le domaine du travail.

La Direction a organisé la quatrième réunion des sous-ministres fédéral et provinciaux du Travail pour l'examen de questions concernant l'OIT, tenue à Ottawa le 4 mai 1972, sous la présidence du sous-ministre du Travail du Canada. Les participants y ont discuté des principales questions à l'ordre du jour de la 58e session de la Conférence internationale du Travail qui a eu lieu à Genève en 1973, et ils ont réexaminé un certain nombre de conventions de l'OIT qui avaient été discutées à la précédente réunion des sous-ministres, en avril 1972. D'autres conventions que la Direction avait étudiées durant l'année ont fait l'objet d'un examen pour déterminer le degré de conformité du Canada avec ces conventions et la possibilité de les ratifier. Ces conventions avaient trait aux agences de placement payantes, à la fixation du salaire minimum, aux congés payés, aux populations indigènes et tribales, et au déplacement de la main-d'œuvre.

L'Association canadienne des administrateurs de législation ouvrière est un organisme qui permet aux hauts fonctionnaires des gouvernements fédéral et provinciaux d'échanger des points de vue et des expériences dans le domaine des relations industrielles; elle a tenu sa réunion annuelle à Charlottetown (Île-du-Prince-Édouard) du 24 au 27 juillet 1973 et M. Réal Mirreault, sous-ministre du Travail du Québec, a été élu à la présidence. La Direction sert de secrétariat à l'Association.

### Division des programmes

La Division s'occupe de la participation de délégations tripartites du Canada aux travaux de l'OIT et de l'OCDE.

Au cours de l'année concernée, elle a coordonné la participation du Canada à la 58e session de la Conférence internationale du Travail, qui a adopté deux moyens d'action internationaux portant sur "L'âge minimum d'admission à l'emploi" et "Les répercussions sociales des nouvelles méthodes de manutention dans les ports". La Division a également coordonné la participation du Canada à la 8e session de la Commission du pétrole, à la 9e session de la Commission des industries textiles, à la deuxième réunion technique tripartite de l'industrie du bois et à la 12e Conférence internationale des statisticiens du travail qui se sont réunis à Genève sous les auspices de l'OIT. Au cours de l'année, le Conseil d'administration du BIT a également tenu ses 190e, 191e et 192e sessions, et la 4e session de la Commission consultative interaméricaine a eu lieu à Lima (Pérou).

La Division a aussi favorisé l'organisation du troisième cours régional de formation pour les administrateurs du travail dans les Caraïbes anglophones, parrainé conjointement par l'Agence canadienne de développement international et le Bureau international du travail.

Les activités du Comité de la main-d'œuvre et des affaires sociales de l'OCDE, en particulier du Groupe de travail sur les relations industrielles, ont continué d'intéresser grandement le Ministère.

En consultation avec d'autres ministères en cause, la Division a travaillé à définir la position du gouvernement du Canada sur les questions d'assistance technique, lors des





États-Unis et du Canada. Le projet est réalisé sous les auspices du Comité des bibliothécaires d'universités spécialisées en relations industrielles.

En consultant les rubriques par sujet en français, on peut trouver les documents en langue française reçus par la Bibliothèque au cours de l'année. L'emploi du français dans le catalogue a fait démarrer un projet à long terme, à savoir la traduction progressive en français de l'importante Liste des rubriques par sujet.

La Bibliothèque continue à mettre sur microfilms les journaux syndicaux du Canada pour tenir son fichier à jour. D'autres bibliothèques achètent certains titres enregistrés sur microfilms.

d'articles dans *La Gazette du Travail* sur l'évolution de la législation, et des documents de référence permanents sur les taux de salaire minimum et la protection contre la bruit dans l'industrie. Au cours de l'année, la Direction a commencé de nouvelles publications, dont un *Journal des causes ouvrières*, une série de tableaux de référence rapide et une nouvelle étude sur la protection contre les particules aériennes. Elle a terminé une étude approfondie sur les mécanismes de protection des salaires au Canada et une analyse des lois sur les droits de l'homme pour le compte de l'Association canadienne des organismes statutaires des droits de l'homme. Elle a également terminé le rapport annuel sur l'évolution de la législation pour le compte de l'ACALO.

La Direction a entrepris ou poursuivi des études sur des sujets comme l'emploi d'arbitres au Canada, les dernières modifications de la définition des exclusions au titre des fonctions de direction ou confidentielles, l'indemnisation des accidents du travail pour les travailleurs agricoles, les négociations collectives au Canada touchant des groupes particuliers comme la police, les enseignants, les pompiers et les travailleurs hospitaliers, et l'accréditation dans l'industrie de la construction.

La Direction a préparé des rapports particuliers pour d'autres organismes gouvernementaux comme le ministère de la Santé nationale et du Bien-être social, la Commission d'assurance-chômage, le ministère de la Main-d'œuvre et de l'immigration, le ministère des Affaires indiennes et du Nord. Elle a également fourni des renseignements sur l'évolution de la législation canadienne à l'OIT, à d'autres conférences du travail, aux provinces, à l'industrie, aux syndicats, aux étudiants et au grand public.

## ● Bibliothèque

La Bibliothèque offre des services non seulement au ministère du Travail mais aussi à d'autres ministères du gouvernement, aux chercheurs des syndicats et des universités et aux étudiants. Elle fournit des renseignements rapides, effectués des recherches de documentation plus poussées, prête des livres, des périodiques et des rapports, et prépare des bibliographies.

Elle publie chaque semaine, pour les chercheurs du Ministère, une liste des articles de périodiques courants et des nouvelles acquisitions de livres; cette liste est également mise à la disposition des institutions de l'extérieur qui s'intéressent aux questions traitées. De même, les tables des matières des principales revues reçues par la Bibliothèque sont compilées deux fois par mois et distribuées aux usagers du Ministère.

L'an dernier, l'achat d'une machine à écrire automatique a permis d'accroître l'efficacité de la production des fiches de catalogue et d'indexation, et il en a résulté une amélioration de la préparation de la liste hebdomadaire des acquisitions nouvelles de livres et de la liste des documents récemment reçus qui paraît tous les mois dans *La Gazette du Travail*. Le nouveau matériel permet à la bibliothèque de réviser plus vite et plus facilement le nombre considérable de bibliographies qu'elle établit.

Au cours de l'année, près de 30% des clients de la Bibliothèque ne travaillaient pas au Ministère même. De plus, 20% des prêts sont allés à l'extérieur. Ces chiffres prouvent que la Bibliothèque remplit toujours le premier mandat qui lui a été confié: être pour le pays une bibliothèque de consultation générale dans les domaines qui se rapportent aux travailleurs. La Bibliothèque a également continué de collaborer avec d'autres bibliothèques spécialisées en relations industrielles. Pour la troisième fois, elle a établi la liste annuelle des thèses et des dissertations sur les relations industrielles présentées dans les universités des

La Direction de la recherche sur la législation offre son service de recherches, de conseils et de renseignements dans des domaines touchant la législation du travail et ses méthodes administratives, et l'interprétation et l'application de cette législation par les cours, les tribunaux administratifs et les organismes gouvernementaux. Dans le cadre de ces fonctions, la Direction offre un service d'enquêtes, prépare des publications périodiques et des études spéciales, et fournit des documents condensés et des renseignements pour d'autres ministères du gouvernement fédéral et d'autres gouvernements provinciaux et nationaux. Le programme des publications périodiques englobe la publication annuelle *Les normes du travail au Canada*, la publication semestrielle *Revue de la législation*, une série

## • Recherche sur la législation

La Division a rassemblé des données et poursuivi ses travaux de recherche pour déterminer les caractéristiques des régimes de pensions dans les établissements du ressort du gouvernement fédéral. Elle a également effectué des recherches et élaboré des lignes de conduite pour les Programmes d'allocations d'aide à l'adaptation des travailleurs, qui prévoient des allocations aux travailleurs déplacés des industries du textile et du vêtement et des industries de la chaussure et du tannage. Elle a aussi assuré des services de soutien à d'autres directions dans des domaines se rapportant aux régimes de pensions et d'assurances, et a dispensé des services de consultation à d'autres ministères, à des syndicats ouvriers et à des particuliers.

## Division des recherches sur les pensions et les assurances

La Division a participé à l'élaboration des critères, a dirigé la recherche touchant le réajustement du salaire minimum sur le plan fédéral et a fait des recherches fondamentales concernant d'autres aspects du Code canadien du travail. La Division a terminé une étude sur l'orientation et les méthodes de mise en application de la législation pour le compte du Comité de la sécurité de l'Association canadienne des administrateurs de législation ouvrière. Elle a également préparé des statistiques sur les accidents mortels et les blessures subies par suite d'accidents du travail au Canada.

La Division apporte principalement son appui au programme des normes d'emploi du Ministère.

## Division de la recherche opérationnelle

Tout au long de l'année, la Division a également participé à un programme de recherche dans le but d'aider la Direction des services syndicaux-patronaux.

Les principales activités de cette Division visent à appuyer le programme de relations industrielles du Ministère. La Division a fait des recherches sur un certain nombre de conflits du travail dans l'industrie du transport, pour le compte de la Direction de la conciliation et de l'arbitrage.

## Division des industries du ressort fédéral

divisions : celle des industries du ressort fédéral, celle de la recherche opérationnelle et enfin celle des recherches sur les pensions et les assurances.



Ce secteur d'activité groupe des services de consultation et de recherche destinés aux programmes de relations industrielles et de normes d'emploi du Ministère. Il comprend trois

## Recherche à l'appui des programmes

industrielles.

L'Organisation de coopération et de développement économique (OCDE) sur les relations Un employé de la Division a représenté le Ministère lors d'une réunion de

année financière. sur l'économie des disparités salariales régionales et la poursuite au cours de la nouvelle secteurs à salaires modiques et a achevé un rapport préliminaire. Elle a entrepris une étude La Division a considérablement progressé dans ses recherches sur l'économie des

ex. à la pièce) et au temps (par ex. à l'heure, à la semaine). examine, entre autres, les modifications des systèmes de rémunération au rendement (par La Division a achevé une étude sur l'application de l'indemnisation des employés qui

de travail flexibles. de travail payés et des congés payés, et aussi de la semaine de travail comprimée et des horaires rémunérées passées hors du lieu de travail. Elle comprend un examen des tendances des jours La Division a terminé une étude sur les particularités et les tendances des heures

salaires au Canada et aux États-Unis réalisée en 1969. des salaires et traitements dans la période d'après-guerre et dans une analyse comparée des met à jour certaines des statistiques énoncées dans une étude réalisée en 1967 sur l'évolution *main-d'œuvre au Canada, situation actuelle*, qui renferme des graphiques et des tableaux et Elle a également publié un rapport sur les *Tendances récentes du revenu de la*

d'autres, au fur et à mesure de l'arrivée de nouveaux renseignements. *Productivity, Costs and Prices*. Elle tient à jour les données concernant ces secteurs et bien des prix unitaires portant sur 22 secteurs de l'industrie manufacturière et intitulée La Division a publié une étude sur les tendances de la productivité du travail, des coûts et

## Division des recherches sur les salaires

ministères provinciaux du Travail et d'autres organismes. Elle a aussi maintenu des rapports constants avec les chercheurs des universités, des des gouvernements fédéral et provinciaux.

industrielles entreprise par des établissements universitaires, des particuliers et des ministères *relations industrielles au Canada*. C'est un compte rendu de la recherche sur les relations La Division a publié la cinquième édition du rapport intitulé *La recherche sur les*

des conflits. des négociations collectives dans les années 70, et les essais de prévention et de règlement pendant la période d'application des conventions collectives, les tendances décelées au cours La Division a entrepris des études, à l'usage interne du Ministère, sur les arrêts de travail

des employeurs participant aux négociations collectives. par les syndiqués, l'adaptation des employés au progrès technique et autre, et l'association concernent les arrêts de travail et les négociations collectives, le rejet des ententes provisoires Les principaux domaines qui ont occasionné des recherches au cours de l'année

pays. rapportent aux programmes et aux intérêts du Ministère, à la fois au Canada et dans d'autres

internationaux, les organisations locales autonomes, les centrales syndicales et d'autres organisations du domaine du travail. D'autres renseignements sur les effectifs syndicaux par industrie et par localité ont paru dans *La Gazette du Travail*. En outre, la Division a préparé des données de base et des tableaux d'ordinateur à l'usage des ministères provinciaux du Travail.

La Division a commencé une étude sur la croissance des syndicats dans les années 60, qui examine les tendances des effectifs syndicaux par province et fournit de nouveaux renseignements sur l'organisation des employés du service public, des enseignants et des infirmières.

La Division a poursuivi l'analyse des arrêts de travail au Canada. Elle en a publié les résultats tous les mois dans le *Bulletin de recherches sur les arrêts de travail*, dans *La Gazette du Travail*, et enfin dans la publication annuelle intitulée *Grèves et lock-out au Canada*. Les Centres de main-d'œuvre du Canada du ministère de la Main-d'œuvre et de l'immigration fournissent périodiquement des données essentielles relatives à ce dernier programme et les ministères provinciaux du Travail envoient les renseignements complémentaires.

Au cours de l'année, la Division a continué de mettre à la disposition du public la Section "A" du rapport fourni par les syndicats ouvriers en vertu de la Loi sur les déclarations des corporations et des syndicats ouvriers.

## Division des enquêtes

La Division des enquêtes rassemble et diffuse des renseignements sur les taux de salaire, par catégorie professionnelle, et sur les conditions de travail des employés dans l'industrie canadienne. Elle mène également des enquêtes spéciales au besoin et, en collaboration avec Statistique Canada, elle procède à une enquête annuelle sur les coûts de main-d'œuvre dans certaines entreprises.

La publication des résultats définitifs de l'enquête annuelle du 1<sup>er</sup> octobre 1972 sur les taux de salaire, les traitements et les heures de travail a été achevée au début de l'année. L'enquête du 1<sup>er</sup> octobre 1973 a commencé et deux rapports préliminaires sont parus. Le premier rapport (Volume I) renferme les résultats de l'enquête, lorsqu'ils sont disponibles, pour 53 emplois de bureau, d'entretien, de service et de main-d'œuvre dans 88 communautés canadiennes; le second rapport (Volume II) contient les résultats pour des emplois industriels particuliers dans 91 industries distinctes. A la fin de l'année financière, les derniers rapports étaient en préparation.

L'enquête de la Division permet également de recueillir des renseignements sur une liste choisie des conditions de travail. Les résultats de cette partie de l'enquête paraissent dans un rapport annuel intitulé *Conditions de travail dans l'industrie canadienne*. L'édition 1973 de cette publication était en préparation à la fin de l'année financière.

## Recherche sur la politique

Cette activité est exercée par les deux divisions des recherches sur les relations industrielles et des enquêtes sur les salaires, qui sont chargées de faire de la recherche sur les relations industrielles et sur la détermination des salaires et des avantages sociaux.

## Division des recherches sur les relations industrielles

La Division effectue des recherches sur divers aspects des relations industrielles qui se

## Etablissement de la statistique

Le groupe de l'établissement de la statistique est chargé des travaux de statistique du Ministère, notamment des enquêtes et des rapports sur les salaires, les conditions de travail, les arrêts de travail, les organisations de travailleurs et les accords conclus par voie de négociations collectives.

## Division de la négociation collective

La Division de la négociation collective rassemble, analyse et prépare des rapports sur les modalités et les conditions des conventions collectives. Elle possède également une bibliothèque comportant 12,000 conventions collectives, et des exemplaires d'un grand nombre de régimes d'assurance-maladie, de bien-être social et de pensions. La Division publie tous les mois la *Revue de la négociation collective* qui énonce les faits saillants des conditions des principales conventions collectives visant plus de 500 employés (sauf dans la construction). L'édition 1974 du *Calendrier d'expiration des conventions collectives* a également été publiée et elle donne la liste des conventions qui expireront au cours de l'année civile.

La Division a publié un bulletin trimestriel de recherche intitulé *Wage Developments* qui donne l'augmentation moyenne du salaire de base résultant des principales ententes conclues au cours du trimestre et l'évolution du niveau des salaires de base pour toutes les principales conventions en vigueur.

La Division a continué à collaborer avec le ministère du Travail de l'Ontario pour la publication d'une revue mensuelle intitulée *Collective Bargaining Settlements in Ontario*. Cette revue contient des renseignements sur les conditions de règlement de toutes les conventions collectives touchant plus de 200 employés. La Division a fourni les données des conventions visant plus de 500 employés et le ministère du Travail de l'Ontario celles des conventions visant de 200 à 499 employés.

En collaboration avec l'Association canadienne de la construction, la Division a publié des analyses de conventions qui font état des tendances des salaires et des conditions de travail dans cette industrie.

La Division a répondu à un grand nombre de demandes de renseignements particuliers, provenant surtout des syndicats et du patronat, sur les ententes salariales et les clauses spéciales des conventions collectives. Au cours de l'année, la Division a terminé un programme révisé d'analyse par ordinateur qui lui permettra de répondre plus efficacement aux demandes individuelles de renseignements.

## Division des organisations de travailleurs et des conflits du travail

La Division a pour fonction principale de compiler, analyser et diffuser des renseignements sur le mouvement ouvrier au Canada et sur les arrêts de travail issus des conflits du travail.

Elle a obtenu des données annuelles sur les effectifs syndicaux et la structure des syndicats, en partie d'après une étude réalisée par Statistique Canada en vertu de la Loi sur les déclarations des corporations et des syndicats ouvriers (LDCSO) et en partie d'après une étude directe sur les organisations de travailleurs aux divers échelons.

La Division a publié l'édition 1972 de la publication intitulée *Organisations de travailleurs au Canada*. Cet ouvrage contient des statistiques sur l'ampleur et la structure du mouvement ouvrier, et des renseignements répertoriés sur les syndicats nationaux et



# Programme de recherches et de développement

Le Programme de recherches et de développement assure les services de statistique et de recherche lors de l'élaboration et du soutien des politiques et des programmes du Ministère et à d'autres fins syndicales-patronales d'ordre général. Le programme implique trois directions: la Direction de l'économie et des recherches, la Direction de la recherche sur la législation et la Bibliothèque.

Au cours de l'année, la Direction de l'économie et des recherches s'est vue confier trois programmes relativement nouveaux: le Règlement sur les allocations d'aide à l'adaptation des travailleurs âgés des industries du textile et du vêtement, un Règlement semblable sur les allocations d'aide à l'adaptation des travailleurs des industries de la chaussure et du tannage et un programme expérimental portant principalement sur la recherche en matière de comportement.

L'année financière a vu la naissance d'un nouveau programme de recherche intitulé "Initiatives nouvelles dans le domaine de la recherche". Au cours de l'année, les projets ont porté sur l'élaboration d'un questionnaire sur la qualité de la vie au travail, la rédaction du procès-verbal d'une conférence sur les indicateurs sociaux, des études de cas sur de nouvelles méthodes de relations industrielles, et une série d'études sur les besoins et les ressources des syndicats et du patronat pour la formation et la recherche en matière de relations industrielles. À l'avenir, ce type de recherche sera effectuée au sein de la Direction de l'économie et des recherches.

## ● Economique et Recherches

En tant que participante au programme de recherches et de développement, la Direction de l'économie et des recherches oeuvre dans le domaine de l'économie du travail et des relations industrielles. Les fonctions de la Direction se répartissent en trois grandes catégories: établissement de la statistique, recherche sur la politique et recherche à l'appui des programmes. En outre, la Direction comporte une Division de l'analyse économique et administre le Programme de recherche du Ministère du Travail et des universités.

## Division de l'analyse économique

La Division a pour fonction principale de procéder à des analyses et de dispenser des conseils sur les conditions économiques en général et l'évolution de la politique économique au Canada et à l'étranger, particulièrement dans les domaines de l'activité économique qui ont une influence certaine sur les programmes du Ministère. Elle a établi, au cours de l'année, divers rapports à l'intention du Ministère et analysé puis résumé des documents et des rapports économiques pour faciliter l'adoption d'attitudes et de politiques ministérielles.

Programme de recherche du Ministère du Travail et des universités

Quatorze subventions, représentant une somme globale de \$40,000, ont été accordées à des diplômés et à des professeurs d'université en vertu du Programme de recherche du Ministère du Travail et des universités qui subventionne des travaux de recherche portant sur les aspects économiques et sociaux des relations du travail.

## ● Bureau de la main-d'œuvre féminine

Le Bureau de la main-d'œuvre féminine a continué d'axer ses travaux vers l'évolution accélérée des pratiques et attitudes qui portent préjudice à la situation de la femme en général et, plus particulièrement, de la femme dans la population active.

Le personnel du Bureau a reçu de très nombreuses demandes de participation, à titre de spécialistes ou de conférenciers, à des réunions, des ateliers de travail et des conférences touchant plusieurs aspects de la situation de la femme et réunissant divers groupes d'un bout à l'autre du pays. Le Bureau a également reçu de nombreuses demandes de renseignements. Le Bureau a poursuivi la collecte et l'analyse de renseignements provenant de diverses sources afin de maintenir à jour des données, statistiques et autres, concernant la situation socio-économique des femmes au Canada et à l'étranger.

Les publications du Bureau ont soulevé beaucoup d'intérêt de la part du grand public. Outre les publications annuelles *Les femmes dans la population active: Faits et données* et *Bureau de la main-d'œuvre féminine 1973*, le Bureau a publié une version à jour de *La législation touchant la femme en emploi* ainsi qu'un bulletin d'information bimestriel intitulé *Femmes à l'œuvre*.

Le Bureau a été représenté dans plusieurs comités interministériels dont le Comité de la promotion de la femme et le Comité de l'Année internationale de la femme ainsi que deux comités présidés par le ministère des Affaires extérieures soit le Comité interministériel des droits de l'homme et celui des institutions spécialisées des Nations Unies.

Sur le plan international, le Bureau a participé à diverses activités. Il a délégué un représentant à une réunion du Conseil des femmes du syndicat des travailleurs antillais à St. John's, Antigua, et la directrice du Bureau a présidé la délégation du Canada à la réunion d'experts sur le rôle de la femme dans l'économie, qui s'est tenue à Washington (D.C.) sous les auspices de l'Organisation de coopération et de développement économique. Le Bureau a en outre reçu des boursiers et des stagiaires en administrations venant de l'étranger en collaboration avec la Direction des affaires internationales du travail du Ministère et l'Agence canadienne de développement international.

Les activités du Bureau ont fait l'objet de nombreux reportages dans les médias d'information et des membres du Bureau ont participé à un grand nombre d'entrevues à la radio et à la télévision et pour la presse écrite. En outre, le Bureau a fait passer des annonces-éclair à la radio et à la télévision sur l'égalité de rémunération et l'égalité des chances en matière d'emploi.

(suite)

Office de commercialisation du poisson	63	92.57	106	30.37
d'eau douce	4	2.19	19	2.03
Office national du film	0	0	0	0
Seaway International Bridge Corporation Limited	0	0	0	0
Société canadienne des communications transmarines	8	4.26	27	2.80
Société centrale d'hypothèques et de logement	41	7.06	87	2.92
Société d'assurance-dépôts du Canada	0	0	0	0
Société de développement de l'industrie cinématographique canadienne	0	0	0	0
Société des transports du Nord Limitée	44	41.40	152	27.89
Société du crédit agricole	1	0.78	3	0.45
Société Radio-Canada	149	7.31	306	2.93
Sous-total	953	14.34	2,029	5.95
Société de développement du Cap-Breton	1,604	354.10	2,028	87.30
Total	2,557	36.02	4,057	11.14

- <sup>1</sup> La statistique est fondée sur les demandes d'indemnisation reçues au cours de l'année financière 1973-1974.
- <sup>2</sup> Le "taux de fréquence des accidents entraînant invalidité" représente le nombre d'accidents entraînant invalidité par million d'heures-homme accomplies.
- <sup>3</sup> Le "nombre total d'accidents" est fondé sur le nombre d'accidents ayant nécessité des soins médicaux et le nombre d'accidents ayant entraîné invalidité. L'emploi est calculé d'après les heures-homme accomplies sur la base de 1,950 heures-hommes par année-homme.

Tableau 4

Loi sur l'indemnisation des marins marchands: résumé statistique

Sociétés de transport assurées	Nombre de marins en emploi (approx.)	Demandes d'indemnisation reçues	Cas d'indemnisation pour invalidité temporaire	Cas d'indemnisation pour invalidité permanente	Accidents mortels
1969-70	37	2,450	28	26	1
1970-71	34	2,250	41	35	6
1971-72	30	2,000	31	26	2
1972-73	26	1,850	33	31	2
1973-74	27	1,900	28	18	2



B. Organismes gouvernementaux non assujettis à la politique du Conseil du Trésor en matière de sécurité du travail				
Ministère	Accidents entraînant invalidité	Taux de fréquence des accidents entraînant invalidité <sup>2</sup>	Nombre total d'accidents	Nombre d'accidents par 100 employés <sup>3</sup>
Service canadien des pénitenciers . . . . .	436	31.50	807	11.37
Solliciteur général . . . . .	1	3.35	3	1.96
Statistique Canada . . . . .	44	4.56	72	1.46
Transports: . . . . .				
—Administration . . . . .	3	2.25	22	3.22
—Services de la marine . . . . .	272	21.45	705	10.84
—Services du transport aérien . . . . .	289	12.18	639	5.25
Travail . . . . .	4	2.10	7	0.72
Travaux publics . . . . .	246	16.49	549	7.17
Total . . . . .	2,681	23.54	22,863	8.28

Administration de l'Atlantique . . . . .	2	8.62	5	4.20
Administration de pilotage des Grands lacs . . . . .	4	31.56	6	9.23
Administration de pilotage du Pacifique . . . . .	0	6.11	1	1.19
Administration de la Voie maritime du Saint-Laurent . . . . .	103	29.99	208	11.81
Arsenaux canadiens Limitée . . . . .	18	21.32	44	10.16
Centre national des arts . . . . .	7	12.38	19	6.55
Commission de contrôle de l'énergie atomique . . . . .	0	0	0	0
Commission d'énergie du Nord canadien . . . . .	9	12.61	36	9.84
Commission d'étude des revendications des Indiens . . . . .	0	0	0	0
Commission des relations de travail dans la Fonction publique . . . . .	0	0	0	0
Commission internationale des pêcheries de l'Atlantique . . . . .	0	0	0	0
Commission internationale des pêcheries du nord-ouest de l'Atlantique . . . . .	0	0	0	0
Commission internationale des pêcheries de l'étan du Pacifique . . . . .	0	0	0	0
Compagnie des Jeunes Canadiens de saumon du Pacifique . . . . .	1	7.54	3	4.41
Conseil canadien des ministres des Ressources . . . . .	0	0	0	0
Conseil canadien des normes . . . . .	0	0	0	0
Conseil consultatif des districts bilingues . . . . .	0	0	0	0
Conseil de recherches pour la défense . . . . .	47	11.90	83	4.10
Conseil des ports nationaux . . . . .	219	55.35	363	17.89
Conseil des recherches médicales . . . . .	0	0	0	0
Conseil des sciences du Canada . . . . .	0	0	0	0
Conseil économique du Canada . . . . .	0	0	1	1.75
Conseil national de recherches . . . . .	0	0	0	0
Construction de défense (1951) Limitée . . . . .	50	7.45	133	3.86
Corporation de disposition des biens de la Couronne . . . . .	1	2.26	1	0.44
Eldorado Aviation Limitée . . . . .	0	0	0	0
Eldorado Nucléaire Limitée . . . . .	1	9.50	5	9.26
Energie atomique du Canada . . . . .	64	43.94	170	22.76
Monnaie royale canadienne . . . . .	72	8.77	164	3.90
Office canadien du poisson salé . . . . .	44	42.90	87	16.54
	0	0	0	0

Tableau 3

Statistique des accidents<sup>1</sup>

A. Ministères de la Fonction publique

Ministère	Nombre d'accidents entraînant invalidité		Taux de fréquence des accidents entraînant invalidité <sup>2</sup>		Nombre d'accidents total		Nombre d'accidents par 100 employés <sup>3</sup>	
	Nombre	invalidité	Nombre	invalidité	Nombre	invalidité	Nombre	invalidité
Affaires extérieures . . . . .	18		1,96		30		0,64	
Affaires des anciens combattants . . . . .	402		20,53		514		5,12	
Affaires indiennes et Nord canadien . . . . .	498		20,03		996		7,81	
Affaires urbaines et logement . . . . .	2		4,62		4		1,80	
Agence canadienne de développement international . . . . .	3		1,77		3		0,35	
Agriculture . . . . .	263		12,78		676		6,41	
Approvisionnement et Services . . . . .	94		6,18		177		2,27	
Archives publiques . . . . .	9		8,77		15		2,85	
Assurances . . . . .	0		0		0		0	
Bibliothèque nationale . . . . .	6		7,40		6		1,44	
Bibliothèque du parlement . . . . .	2		7,77		2		1,52	
Bureau de l'auditeur général . . . . .	0		0		0		0	
Bureau du Conseil privé . . . . .	2		2,27		4		0,89	
Chambre des communes . . . . .	28		5,86		57		2,33	
Commissaire à la représentation . . . . .	0		0		0		0	
Commissaire aux langues officielles . . . . .	0		0		0		0	
Commission canadienne des grains . . . . .	40		18,32		98		8,75	
Commission canadienne des transports . . . . .	0		0		0		0	
Commission d'appel de l'immigration . . . . .	0		0		1		0,16	
Commission d'assurance-chômage . . . . .	65		3,12		164		1,53	
Commission de la capitale nationale . . . . .	50		25,85		107		10,79	
Commission de la Fonction publique . . . . .	7		1,42		19		0,75	
Commission de réforme du droit . . . . .	0		0		0		0	
Commission de révision de l'impôt . . . . .	0		0		0		0	
Commission du tarif . . . . .	0		0		0		0	
Commission mixte internationale . . . . .	0		0		0		0	
Communications . . . . .	8		2,53		16		0,99	
Conseil canadien des relations du travail . . . . .	0		0		0		0	
Conseil de la radio-télévision canadienne . . . . .	0		0		0		0	
Conseil du Trésor . . . . .	1		0,79		3		0,46	
Consommation et Corporations . . . . .	33		7,36		67		2,91	
Défense nationale . . . . .	2,768		37,76		5,304		14,11	
Directeur général des élections . . . . .	0		0		1		2,17	
Énergie, Mines et Ressources . . . . .	43		5,89		169		4,52	
Environnement . . . . .	188		7,95		586		4,83	
Expansion économique régionale . . . . .	49		12,76		108		5,48	
Finances . . . . .	1		0,81		2		0,31	
Gendarmerie royale du Canada . . . . .	56		11,59		95		3,83	
Impprimerie du gouvernement canadien . . . . .	21		6,41		46		2,74	
Industrie et commerce . . . . .	9		1,87		19		0,77	
Information Canada . . . . .	15		13,13		25		4,27	
Justice . . . . .	2		1,15		6		0,67	
Main-d'œuvre et Immigration . . . . .	46		1,94		117		0,96	
Musées nationaux du Canada . . . . .	6		5,22		16		2,71	
Office de réparation des approvisionnements d'énergie . . . . .	0		0		0		0	
Office nationale de l'énergie . . . . .	0		0		1		0,37	
Postes . . . . .	6,345		62,19		9,896		18,92	
Résidence du gouverneur général . . . . .	1		6,25		2		2,44	
Revenu national . . . . .	82		4,73		204		2,30	
—Douanes et Accise . . . . .	98		3,76		212		1,59	
—Impôt . . . . .	123		7,04		280		3,12	
Santé nationale et Bien-être social . . . . .	0		0		3		1,97	
Sciences et technologie . . . . .	2		0,45		8		0,35	
Secrétariat d'État . . . . .	0		0		0		0	
Sénat . . . . .	0		0		0		0	

**Loi concernant l'indemnisation des employés de l'État:  
indemnités versées et part des frais d'administration assumée  
par le gouvernement fédéral, par province**

Tableau 2

Province	Frais d'indemni- sation versés 1973-1974	Part des frais d'administration pour l'année 1973	Total <sup>1</sup>
Terre-Neuve	108,648	10,189	118,837
Ile-du-Prince-Edouard	29,084	3,710	32,794
Nouvelle-Écosse	353,086	33,009	386,095
Nouvelle-Écosse (SDCB)	2,283,229	223,254	2,506,483
Nouvelle-Écosse (Chalicoose professionnelle)	336,031	—	336,031
Nouveau-Brunswick	178,493	27,854	206,347
Québec	1,735,454	302,820	2,038,274
Ontario	1,799,207	250,428	2,049,635
Manitoba	141,972	38,281	180,253
Saskatchewan	312,875	56,259	369,134
Alberta	632,286	95,325	727,611
Colombie-Britannique	545,036	118,823	663,859
À l'étranger	1,849	—	1,849
<b>Total</b>	<b>8,457,250</b>	<b>1,159,952</b>	<b>9,617,202</b>

<sup>1</sup> Y compris les indemnités faisant suite à des demandes formulées dans le cadre du Programme Perspectives-Jeunesse



Loi concernant l'indemnisation des employés de l'État: demandes  
d'indemnisation en 1973-1974, par province et par catégorie

Tableau 1

Province	Mineures			Invalidité			Congé(1)			Invalidité			Total des(2)			Demandes(3)		
	Premiers soins	Soins médicaux	pour blessures temporaires	Invalidité permanente	Indemnisation	Invalidité permanente	Invalidité temporaire	Indemnisation	Invalidité permanente	Indemnisation	Invalidité permanente	Invalidité temporaire	Total des(2)	Décès	demandes	Demandes(3)	rejetées	
Terre-Neuve	1	136	128	42	1	4	312	12	—	96	157	16	50	212	18	6	15	40
Ile-du-Prince-Édouard	—	48	35	12	—	1	96	—	—	843	16	50	212	18	6	15	40	3
Nouvelle-Écosse(4)	35	1,485	1,011	1,795	38	2	4,366	—	—	843	16	50	212	18	6	15	40	3
Nouveau-Brunswick	12	497	273	61	—	—	843	—	—	843	16	50	212	18	6	15	40	3
Québec	64	2,256	3,053	482	27	1	5,883	—	—	843	16	50	212	18	6	15	40	3
Ontario	216	3,964	4,468	687	3	5	9,343	—	—	843	16	50	212	18	6	15	40	3
Manitoba	43	506	575	149	2	—	1,275	—	—	843	16	50	212	18	6	15	40	3
Saskatchewan	9	428	300	113	—	1	851	—	—	843	16	50	212	18	6	15	40	3
Alberta	64	771	877	111	7	4	1,834	—	—	843	16	50	212	18	6	15	40	3
Colombie-Britannique	78	1,410	1,147	201	2	2	2,840	—	—	843	16	50	212	18	6	15	40	3
Territoires du N.-O.	7	209	28	81	3	4	332	—	—	843	16	50	212	18	6	15	40	3
Territoire du Yukon	12	49	17	9	1	—	88	—	—	843	16	50	212	18	6	15	40	3
À l'étranger	—	9	13	4	—	1	27	—	—	843	16	50	212	18	6	15	40	3
Total	541	11,768	11,925	3,747	84	25	28,090	531	—	—	—	—	—	—	—	—	—	—

(1) Cas où le salaire continue à être versé au lieu du paiement d'une indemnité.  
(2) Exclut les 930 demandes dans le cadre du Programme Perspectives-jeunesse, et du Programme d'Initiatives locales.  
(3) Comprises dans le total des demandes déclarées.  
(4) Y compris 2,028 demandes de la Société de développement du Cap-Breton.

**Nombre d'accidents qui ont fait l'objet d'une  
enquête par le personnel de la Division de la prévention des accidents**

Section des services régionaux	Fonction publique	Entreprises du ressort du gouver- nement fédéral	Total
Sydney	35	35	71
Nouvelle-Écosse (y compris Terre-Neuve)	77	34	111
Nouveau-Brunswick	24	47	71
Québec	32	107	139
Ontario	15	116	131
Manitoba	24	131	155
Saskatchewan	20	77	97
Alberta et Territoires du Nord-Ouest	26	66	92
Colombie-Britannique et Yukon	20	74	94
<b>Sous-total</b>	238	587	825
Section de la Fonction publique	16	3	19
<b>Total</b>	254	590	844

Statistique<sup>1</sup> des accidents par secteur industriel du ressort du gouvernement fédéral

Secteur	Nombre d'accidents entraînant invalidité <sup>2</sup>	Taux de fréquence des accidents entraînant invalidité <sup>2</sup>	Nombre total d'accidents	Nombre d'accidents par 100 employés <sup>3</sup>
Transport aérien	1,097	14.71	4,137	10.82
Banques	167	0.79	631	0.58
Ponts et tunnels (entretien)	11	19.24	37	12.62
Radiodiffusion	230	5.39	853	3.90
Communications	538	4.43	3,403	5.47
Sociétés de la Couronne	207	14.48	794	10.83
Moulins à graines de semences, à farine et à provendes	790	26.71	2,935	19.35
Élévateurs à grains	756	33.66	3,789	32.90
Débardage	350	42.69	1,723	40.98
Mines	1,380	230.22	2,851	92.74
Pipe-lines	64	6.75	314	6.46
Entrepreneurs des Postes	19	13.09	75	10.07
Chemins de fer	2,336	15.74	22,431	29.47
Transport routier	6,449	52.07	17,620	27.74
Transport maritime	363	27.94	1,325	19.89
Total	14,757	17.83	62,918	14.83

<sup>1</sup> La statistique est fondée sur les Rapports annuels des accidents qu'ont fait parvenir à la Division les employeurs assujettis à la Partie IV du Code canadien du travail (Sécurité du personnel) et à ses règlements d'application, pour l'année civile 1973.

<sup>2</sup> Le "Taux de fréquence des accidents entraînant invalidité" représente le nombre d'accidents entraînant invalidité par million d'heures-homme effectuées.

<sup>3</sup> Le "Nombre d'accidents par 100 employés" est le total de tous les accidents par 100 années-homme effectuées. Une année-homme équivaut à 1,950 heures-homme.



## Indemnisation des marins marchands

Les marins employés sur des navires (1) immatriculés au Canada ou (2) cédés aux termes d'une charte coque-nue à une personne qui réside au Canada ou qui y a son principal lieu d'affaires, qui ne sont pas couverts par une Loi provinciale sur les accidents du travail ou par la Loi sur l'indemnisation des employés de l'État, sont protégés par la Loi sur l'indemnisation des marins marchands lorsque leur navire effectue un voyage commercial national ou international, selon la description que la Loi sur la marine marchande donne de ces voyages.

La Commission d'indemnisation des marins marchands, qui est chargée de l'application de la Loi, se compose de trois hauts fonctionnaires nommés par le gouverneur en conseil. Le chef de la Division de la réparation des accidents est secrétaire de la Commission.

Des 28 demandes d'indemnisation reçues, 7 n'ont pu être retenues parce qu'elles n'entraient pas dans le cadre de la Loi. Au cours de l'année, la Commission a rendu trois décisions d'invalidité partielle permanente et deux d'invalidité totale permanente. La Commission a autorisé le versement de prestations complémentaires à 6 enfants qui poursuivent leurs études après l'âge de 18 ans et qui étaient à la charge de marins décédés. Le tableau 4 donne un résumé statistique des demandes d'indemnisation reçues au cours de chacune des cinq dernières années.

Des 28,090 réclamations reçues au cours de l'année, 541 se rapportaient à des blessures mineures qui ont nécessité seulement des premiers soins et 531 ont été rejetées parce que la plupart des blessures signalées n'étaient pas imputables à un accident survenu par suite ou au cours de l'emploi.

Pour la première fois depuis plusieurs années, le nombre des réclamations enregistrées n'a pas augmenté par rapport à l'année précédente. Des 28,090 réclamations reçues, 11,768 (41.89%) se rapportaient à des blessures qui ont nécessité seulement des soins médicaux, 15,672 (55.79%) à des blessures qui ont entraîné une invalidité totale temporaire, 84 (0.30%) à des blessures qui ont entraîné une invalidité partielle permanente et 25 (0.09%) à des accidents mortels. Le rapport du nombre total des accidents au nombre total des employés est de 1 pour 10, et celui des blessures ayant entraîné une invalidité n'est que de 1 pour 18.

Près de 2,300 employés, anciens employés ou personnes à leur charge reçoivent des pensions ou des indemnités pour invalidité permanente par suite de blessures subies en cours d'emploi.

Une partie des indemnités brutes de réparation et des frais d'administration sont recouverts de la plupart des organismes de la Couronne dont les employés sont assujettis à la Loi. Certains de ces organismes remboursent au Fonds du revenu consolidé le coût réel des accidents augmenté de frais d'administration; d'autres versent une somme fixe, qui représente un pourcentage de la paie, le même que celui calculé pour les industries en vertu des dispositions des Lois provinciales sur les accidents du travail.

Avec l'approbation du Conseil du Trésor et en collaboration avec les autorités provinciales, la Division a assuré depuis 1971 la protection en cas d'accidents du travail des jeunes gens employés à des programmes spéciaux comme le programme de Perspectives-jeunesse (PPJ) et le programme d'initiatives locales (PIL). Dernièrement, la protection a été étendue aux personnes employées dans le cadre du Programme d'aide à la création locale d'emplois (PACLE), du Programme d'extension des services de Main-d'œuvre Canada et du Programme fédéral à forte utilisation de main-d'œuvre (PFUM). Au cours de l'année, on a reçu environ 30 réclamations relatives au programme de Perspectives-jeunesse et 900 relatives au programme d'initiatives locales. Le coût des réclamations faites dans le cadre de ces programmes peut être recouvert du ministère concerné.

Au cours de l'année, 1,234 employés blessés lors d'accidents mettant en cause une tierce partie ont donné droit à une indemnisation en vertu de la Loi sur l'indemnisation des employés de l'Etat, subrogeant ainsi leurs droits de poursuite contre la tierce partie à l'Etat; 1,048 de ces cas ont été traités, soit qu'ils aient été réglés, soit qu'il n'y ait pas eu matière à poursuite contre la tierce partie, et 79 cas ont été déferés au ministère de la Justice pour plus ample considération. A la fin de l'année, 1,185 demandes étaient encore en suspens. De la somme de \$203,913 recouvée de tierces parties, un montant de \$53,698 a été versé à 60 réclamants. Le solde a servi à couvrir les frais inhérents aux demandes.

Chaque jour, le traitement des demandes exige l'établissement de 150 nouveaux dossiers, la manipulation de 400 lettres, l'extraction de 100 dossiers pour plus ample considération et de 200 dossiers pour la réclamation des frais inhérents aux demandes.

Pour obtenir des données statistiques, reportez-vous aux tableaux suivants:

Tableau 1 — Répartition des demandes par province et par degré d'invalidité

Tableau 2 — Indemnités brutes versées et frais d'administration

Tableau 3 — Répartition des demandes par employeur.

de rédaction de scénarios et de photographie ont été réalisés pour une bande filmée sur la sécurité au bureau et quatre bandes filmées sur les dangers de l'utilisation des explosifs, qui viennent s'ajouter aux deux bandes filmées réalisées l'an dernier. Le périodique national de la Division, *Safety Perspective Sécurité*, a augmenté son tirage de 10% avec 50,000 exemplaires par numéro, et la revue intitulée *"Sécurité Fonction publique"*, publiée en collaboration avec le Conseil du Trésor, a augmenté son tirage d'un tiers.

La plupart des ressources de la Section des services de transport ont servi aux discussions avec des fonctionnaires des provinces et des territoires afin d'obtenir leur aide pour mettre en application le Règlement sur la durée du service des conducteurs de véhicules automobiles. Elles ont abouti à des accords de principe avec les provinces atlantiques et les Territoires du Nord-Ouest concernant l'utilisation de leurs bascules et de leur personnel chargé de la mise en application de la Loi des grandes routes. Le Manitoba et les Douanes canadiennes ont donné l'autorisation d'utiliser leurs locaux respectivement aux bascules et aux postes frontalières pour vérifier les camions. La GRC a accepté d'aider à mettre en application le Règlement dans les régions où les autorités des provinces et des territoires ont promis leur collaboration, sauf dans l'Île-du-Prince-Édouard où son aide n'a pas été jugée nécessaire. Le personnel de la Section des services de transport et le personnel régional ont utilisé conjointement et indépendamment des ressources considérables (à savoir 8% du temps total disponible dans la Division) pour expliquer le Règlement aux compagnies et aux associations de transport. La mise en application du Règlement a été infime jusqu'à présent. Malgré les efforts considérables déployés pour mettre en application le Règlement et malgré les nombreuses consultations entreprises avec le patronat, le nombre des accidents survenus à la Société de développement du Cap-Breton n'a pratiquement pas changé.

#### Accords fédéraux-provinciaux

L'application des 15 accords fédéraux-provinciaux concernant les Services d'inspection de sécurité s'est poursuivie d'une façon généralement satisfaisante. Six de ces accords qui expiraient au cours de l'année ont fait l'objet de nouvelles négociations. On a effectué des inspections techniques dans le Yukon en vertu d'un accord spécial avec le gouvernement du Territoire à la suite d'une entente conclue pour des services réguliers d'inspection. Au cours de l'année, les 1,000 inspecteurs provinciaux nommés à titre d'agents nationaux de sécurité ont effectué 11,937 inspections techniques (chaudières, réceptifs sous pression, appareils élévateurs, etc.), ce qui représente une diminution de 14% par rapport à l'année précédente.

Les organismes provinciaux ont effectué près de 5,000 inspections générales de sécurité dans toutes les provinces à l'exception des trois provinces de l'Ouest et de Terre-Neuve où le personnel des services régionaux en a fait 546. Des inspections effectuées par les organismes provinciaux au nom du ministère du Travail du Canada, 60% ont eu lieu dans des ministères et organismes de la Fonction publique fédérale.

#### Division de la réparation des accidents

La Division est chargée de l'application de la Loi sur l'indemnisation des employés de l'État qui prévoit le versement d'indemnités pour des accidents du travail aux 285,000 employés des 113 ministères et organismes du gouvernement fédéral.



commencé à négocier d'autres accords destinés à favoriser l'exécution et la mise en application du Règlement sur la durée du service des conducteurs de véhicules automobiles. Au cours de l'année, les visites sur place ont augmenté de 20% pour atteindre un total de 4,812, dont un quart environ dans la Fonction publique.

La Division du personnel a enquêté sur quelque 850 accidents, dont 70% touchaient des employés d'entreprises fédérales. Dans l'ensemble, 65% des ressources en heures-homme ont été consacrées au travail dans des entreprises fédérales (Annexe D).

Les inspections techniques et générales de sécurité effectuées par les organismes des provinces et des territoires en vertu d'accords concernant les Services d'inspection de sécurité ont atteint un total de 16,826 (soit une baisse de 13% par rapport à l'année précédente), dont 60% dans les établissements de la Fonction publique.

## Programmes de la division

Dans le cadre du plan à long terme, on a fait moins de visites de contrôle de la sécurité que l'année précédente afin de se concentrer sur la promotion de programmes de gestion de la sécurité basés sur les vérifications approfondies antérieures. Néanmoins, on a terminé le travail sur place pour deux visites de contrôle de la sécurité à l'échelon national, cinq à l'échelon multirégional et trois à l'échelon régional. Les deux visites de contrôle "nationales" se sont déroulées dans des ministères de la Fonction publique. Les effets de ces visites de contrôle n'apparaîtront pas avant la mise en application des programmes suivis au cours de l'année prochaine.

Le plus gros projet individuel entrepris au cours de l'année a été un programme destiné à augmenter la lutte contre les poussières des grains dans les éleveurs à grain terminus et régionaux des provinces de l'Ouest, et à surveiller, grâce à des examens aux rayons X, les effets de ces poussières sur la santé des employés de longue date. Ce programme est censé se prolonger au moins pendant la prochaine année avant que l'on connaisse la portée exacte des mesures correctives à prendre. L'amélioration des installations de ventilation des éleveurs à grain coûtera plusieurs millions de dollars à l'industrie.

De plus en plus, les architectes et les conseillers en génie demandent des conseils au moment de la planification et de la conception des projets, et les employeurs en demandent à propos des méthodes et des services existants. Avec la collaboration du Conseil du Trésor, un effort particulier a été fait pour inciter le ministère des Travaux publics à incorporer des systèmes de sécurité et d'hygiène du travail dans les édifices du gouvernement au stade de la conception.

La Division a incité l'Association canadienne de normalisation à établir des normes de sécurité pour les scies articulées, les dispositifs protecteurs contre le capotage à installer sur les véhicules et les éleveurs mobiles industriels. L'Office des normes du gouvernement canadien a été également invité à réviser ses normes concernant les vêtements de flottaison individuels à des fins industrielles, et ces normes ont été acceptées à l'échelon national.

Notre intérêt a porté tout particulièrement sur les enquêtes sur les accidents, qui ont fourni une base de discussion sur la gestion des programmes de sécurité. Le film réalisé par la Division et intitulé "L'imprévu", qui a acquis une réputation internationale, a été très demandé. Il a été projeté dans des salles publiques en Angleterre et on en a vendu 200 copies en français et en anglais au Canada. On le considère comme un modèle du genre dans le domaine des enquêtes sur les accidents.

Deux nouvelles bandes filmées en français et en anglais ont été achevées sur la durée du service des conducteurs de véhicules automobiles. Des travaux considérables de recherche,

## ● Prévention des accidents et Indemnisation

Les principales fonctions de la Direction de la prévention des accidents et de l'indemnisation consistent à :

1. établir et maintenir, en conformité avec les dispositions de la Partie IV du Code canadien du travail (Sécurité du personnel), une norme satisfaisante de sécurité au travail dans les entreprises relevant de l'autorité fédérale et dans la Fonction publique; assurer l'application de la Loi sur l'indemnisation des employés de l'Etat en vertu de laquelle des indemnités sont versées aux employés du gouvernement fédéral qui sont victimes d'accidents du travail;
3. assurer l'application de la Loi sur l'indemnisation des marins marchands.

La Direction est organisée en deux divisions, soit la Division de la prévention des accidents et la Division de la réparation des accidents. Elle sert en outre de secrétariat à la Commission d'indemnisation des marins marchands dont le chef de la Division de la réparation des accidents est secrétaire.

### Division de la prévention des accidents

La Division de la prévention des accidents, qui travaille en étroite collaboration avec le patronat et les syndicats pour l'élaboration des programmes de sécurité et d'hygiène du travail, a incité un grand nombre de compagnies et de ministères de la Fonction publique à augmenter leurs programmes de prévention des accidents. Ces améliorations ont été réalisées grâce à des mesures comme la rédaction de nouvelles lignes directrices en matière de sécurité, la restructuration d'organismes de sécurité avec des comités mixtes de sécurité syndicaux-patronaux, la mise en vigueur de cours de formation de surveillants de la sécurité, et la révision des méthodes de travail de manière à y incorporer des méthodes de sécurité. Ces mesures, doublées d'une amélioration marquée des enquêtes sur les accidents et de quelques diminutions surprenantes du nombre d'accidents enregistrés dans plusieurs établissements, ont prouvé que les activités de la Division contribuent à la réalisation des objectifs de la Direction.

Une Section des services d'évaluation des risques a été créée au début de l'année pour traiter de l'accroissement rapide des besoins d'évaluation technique des problèmes d'hygiène du travail à l'extérieur et en laboratoire. Bon nombre des essais chimiques et autres habituellement réalisés lors de la plupart des visites sur place démontrent la nécessité des essais réguliers, surtout faits par les employeurs, et des études techniques approfondies à long terme.

Deux nouveaux règlements touchant la durée du service des conducteurs de véhicules automobiles et la protection contre les dangers de l'électricité ont été mis en vigueur cette année et sont venus s'ajouter aux 17 règlements existants. On a poursuivi la consultation avec les provinces et d'autres parties intéressées à propos de la présentation d'un règlement sur l'état de santé des conducteurs de véhicules automobiles.

Un règlement type sur le bruit, basé sur le Règlement du Canada sur la lutte contre le bruit, a été préparé pour le Comité de la sécurité de l'Association canadienne des administrateurs de législation ouvrière, à l'usage des organismes provinciaux de réglementation.

L'application des 15 accords conclus avec des organismes provinciaux concernant les Services d'inspection de sécurité s'est effectuée sans à-coups au cours de l'année. On a

salaires. En outre, 1,145 inspections planifiées ont été effectuées. De ce nombre, 251 ont révélé des infractions au Code et ont donné lieu au recouvrement de \$722,945.81 en arranges de salaires.

Loi sur les justes salaires et les heures de travail

La Loi sur les justes salaires et les heures de travail et l'arrêté ministériel C.P. 1954-2029 concernant la politique des justes salaires établissent des normes régissant les salaires, les heures de travail et d'autres conditions de travail à l'égard des employés affectés à des travaux exécutés sous contrat pour le compte du gouvernement fédéral ou à l'aide des deniers publics.

Même si la Loi sur les justes salaires et les heures de travail ne s'applique pas aux contrats pour la fourniture de services, on a, à la demande d'un certain nombre de ministères et organismes du gouvernement, établi des barèmes de salaires à l'égard de contrats pour la fourniture de services comme le nettoyage de l'intérieur d'édifices publics, le déménagement de meubles et de fournitures de bureau, l'aménagement paysager, l'enlèvement de la neige et des déchets et la fourniture d'aliments aux camps militaires et à d'autres établissements.

Au cours de l'année 1973-1974, la Direction a établi 4,768 barèmes de conditions de travail à l'intention d'adjudicataires, contre 4,208 en 1972-1973 et 5,326 en 1971-1972.

Application de la Loi sur les justes salaires

Toutes les plaintes portant que les entrepreneurs ont omis d'observer les normes ont fait l'objet d'enquêtes. En outre, on a poursuivi la politique des inspections planifiées. Au cours de l'année, on a procédé à 917 inspections portant sur les salaires, la durée du travail et d'autres conditions de travail, observées chez les entrepreneurs chargés de l'exécution des contrats du gouvernement. De ce nombre, 765 visaient des entrepreneurs généraux et 152 des sous-traitants. Les chiffres correspondants pour l'année 1972-1973 étaient respectivement 953,722 et 231.

L'application des conditions de travail prescrites et des barèmes de justes salaires en 1973-1974 a abouti au recouvrement d'une somme totale de \$89,821.35 perçue de 147 entrepreneurs et devant être répartie entre 1,204 travailleurs en paiement d'arranges de salaires. Au cours de l'exercice de 1972-1973, les arranges de salaires recouvrés s'élevaient à \$101,357.88, au nom de 1,593 employés de 167 entrepreneurs.

Taux de salaire équitables

Au cours de l'année, on a établi 5,052 taux de salaire équitables, applicables à des contrats du gouvernement, et 331 autres taux de salaire applicables aux employés de ministères et organismes du gouvernement en réponse à 139 demandes.

Les agents du Ministère ont mené des enquêtes sur les salaires dans 51 zones, pour recueillir des renseignements sur les taux de salaire versés par les entrepreneurs de la construction et les employés d'autres industries dans diverses régions du Canada. Au cours de ces enquêtes, on a interrogé 2,239 employés qui comptent 54,238 travailleurs rémunérés à l'heure. On a tiré des renseignements complémentaires des lois provinciales du travail et des conventions collectives.



salaires minimums de \$1.90 à \$2.20 l'heure pour les employés âgés de 17 ans ou plus, et de \$1.65 à \$1.95 l'heure pour les employés âgés de moins de 17 ans.

Latitude dans l'application du Code

Quelques-unes des dispositions de la Partie III du Code canadien du travail et du Règlement sur les normes du travail au Canada donnent aux employeurs une certaine latitude dans l'application des normes à leurs entreprises :

- en vertu de l'article 33(1) du Code, on a accordé soixante-treize (73) permis autorisant le travail au-delà de la durée hebdomadaire maximale du travail prescrite;
- on a rapporté, en vertu de l'article 33(5) du Code, quatre-vingt (80) cas où 37,614 employés avaient travaillé au total 1,152,097 heures au-delà de la durée hebdomadaire maximale du travail prescrite;
- on a rapporté, en vertu de l'article 34(2) du Code, 1,401 cas où 119,057 employés avaient travaillé 1,655,192 heures d'urgence au-delà de la durée hebdomadaire maximale du travail prescrite;
- on a reçu, en vertu de l'article 51(1a) du Code, onze (11) avis de substitution de jours fériés légaux, visant quelque 1,649 employés; vingt et une (21) autorisations de substitution de jours fériés légaux, visant 894 employés ont été émises en vertu de l'article 51(1b) du Code;
- on a émis, en vertu de l'article 68(2) du Code, une (1) exemption de la condition obligeant les employeurs à fournir une déclaration de paye au moment du paiement des salaires aux employés;
- on a autorisé, dans vingt-cinq (25) cas, l'application de périodes de plus de 13 semaines aux fins du calcul de la moyenne des heures de travail, en vertu de l'article 5 du Règlement d'application; 1,632 employés étaient en cause;
- on a reçu vingt-six (26) avis d'adoption de périodes ne dépassant pas 13 semaines consécutives aux fins du calcul de la moyenne des heures de travail, en vertu de l'article 6 du Règlement d'application; environ 345 employés étaient en cause;
- trois décrets ont été émis en vertu de l'article 11 du Règlement, exemptant de l'application de l'article 35 du Code des employés qui reçoivent une formation en cours d'emploi;
- on a accordé vingt-deux (22) autorisations de renonciation au congé annuel, touchant 372 employés, conformément à l'article 14 du Règlement d'application.
- on a reçu onze (11) avis d'ajournement de congé annuel touchant 227 employés, en vertu de l'article 15a) du Règlement d'application.
- trente-cinq (35) demandes d'approbation d'une année civile ou d'une autre année comme année d'emploi aux fins du congé annuel ont été approuvées en vertu de l'article 16 du Règlement d'application.
- en vertu du Règlement sur la durée du travail des employés du transport maritime de la côte ouest, quatre (4) permis ont été délivrés, en vertu de l'article 4(4), autorisant l'accumulation de plus de 45 jours d'estarie (définis dans le Règlement d'application) pendant une période déterminée.

Programme de mise en application du Code

Au cours de l'année, on a enquêté sur 1,071 plaintes. De ce nombre, 490 signalaient des infractions au Code et ont donné lieu au recouvrement de \$226,064.95 en arrérages de

# Programme des normes d'emploi

Le programme des normes d'emploi porte sur l'élaboration et l'application des normes établies en vertu du Code canadien du travail (Partie III — Normes du travail. Partie IV — Sécurité du personnel), de la Loi sur les justes salaires et les heures de travail et des arrêtés ministériels qui s'y rapportent, sur l'application de la législation concernant la réparation des accidents du travail lorsqu'il s'agit des fonctionnaires fédéraux et des marins marchands; enfin, sur les programmes qui visent à apporter des changements dans les attitudes et les pratiques relatives à la condition de la femme afin d'accélérer son intégration professionnelle et salariale dans la population active. L'application du programme est répartie entre la Direction des normes du travail, la Direction de la prévention des accidents et de l'indemnisation et le Bureau de la main-d'œuvre féminine.

## ● Normes du travail

La Direction des normes du travail est chargée de l'application de la Partie III du Code canadien du travail (Normes du travail), de la Loi sur les justes salaires et les heures de travail, et de l'arrêté ministériel C.P. 1954-2029 concernant la politique des justes salaires. Elle se compose d'une administration centrale à Ottawa et de neuf bureaux régionaux situés à St. John's, Halifax, Fredericton, Montréal, Ottawa, Toronto, Winnipeg, Edmonton et Vancouver. Pour assurer l'application de la législation, la Direction met en oeuvre un programme d'inspections planifiées, enquête sur les plaintes et offre des services consultatifs à ceux qui s'intéressent aux prescriptions du Code et de la Loi. Dans le cadre de la Loi sur les justes salaires et les heures de travail, elle mène également des enquêtes afin d'établir les taux de salaire qu'il convient de payer aux travailleurs employés par les entreprises de construction du gouvernement fédéral.

Partie III du Code canadien du travail (Normes du travail)

La partie III du Code canadien du travail (Normes du travail) établit des normes minimales en matière de durée du travail, de salaire minimum, d'égalité des salaires, de vacances, de jours fériés, de congés de maladie, de cessations d'emploi collectives et individuelles, d'indemnités de départ et de saisie-arret.

La Division I de la Partie III du Code stipule qu'à la suite d'une enquête, le gouverneur en conseil peut édicter un règlement qui modifie les dispositions du Code concernant la durée normale et maximale du travail et les heures supplémentaires, lorsque l'application des dispositions sans modification peut nuire indûment aux intérêts des employés touchés ou causer un grave préjudice à la marche de l'établissement industriel. Une disposition prévoit aussi l'exclusion, après enquête, de certaines catégories d'employés. Le 5 juin 1973, le ministre a approuvé l'institution d'une Commission d'enquête chargée d'étudier la durée du travail des employés du transport maritime sur le fleuve Saint-Laurent et la côte est du Canada y compris Terre-Neuve.

La Division II (Salaires minimums) du Code stipule que le gouverneur en conseil peut, par voie de décret, hausser le salaire minimum des employés relevant de l'autorité fédérale. Les décrets du conseil ont augmenté, à compter du 1<sup>er</sup> avril 1974, les taux de





de la libre entreprise. La seconde, intitulée *Renseignements sur la nouvelle Direction des services syndicaux-patronaux*, explique grâce à une nouvelle approche non législative, le besoin renouvelé de relations syndicales-patronales permanentes et constructives. Les troisième, quatrième et cinquième publications traitent des trois phases du programme *Introduction, Etude et Mise en application des méthodes de relations syndicales-patronales*.

## Comités syndicaux-patronaux

Les 21 agents des relations industrielles de la Direction, en poste dans 13 villes canadiennes, ont effectué 2,742 visites dans les entreprises relevant de l'autorité provinciale, où 2,118 comités inscrits représentent 641,515 employés, et 1,040 visites dans les entreprises relevant de l'autorité fédérale et de la Fonction publique, où 526 comités inscrits représentent 189,938 employés.

## Renseignements et aide

Une évolution importante et positive est intervenue dans le climat des relations industrielles. Nous avons en effet reçu plus de 300 demandes de conseils et de renseignements sur les attitudes, les mécanismes et les modalités concernant l'établissement de méthodes de relations syndicales-patronales, et sur des questions indépendantes comme les semaines de travail condensées et flexibles, la satisfaction apportée par le travail, l'enrichissement apporté par le travail, les horaires de travail, la formation en cours d'emploi, le choix final d'une offre, l'élimination des mécanismes de pointage, l'évaluation du travail et la gestion des changements techniques.

Conférences

Au cours de l'année, la Direction a patronné conjointement trois conférences syndicales-patronales adaptées aux besoins de la collectivité. Ces conférences ont été organisées en collaboration avec un comité directeur composé de représentants locaux des syndicats, du patronat et des citoyens, et de représentants du gouvernement. La conférence de Niagara-Falls en septembre a porté sur "The Impact of Union-Management Relations on the Community" ("L'influence des relations syndicales-patronales sur la collectivité"). Des 142 délégués, 48% représentaient le patronat, 30% les syndicats et les autres les enseignants et le gouvernement.

Charlottetown (Ile-du-Prince-Édouard) a été le théâtre, en février, de la seconde conférence dont le thème était "Are people important?" ("Les gens ont-ils de l'importance?"). Les discussions ont porté sur les relations humaines, aspect très important des relations industrielles. Des 208 délégués inscrits, 48% représentaient le patronat, 35% les syndicats et les autres les établissements d'enseignement, le clergé, les gouvernements fédéral, provinciaux et municipaux.

La troisième conférence s'est déroulée en mars à Barrie (Ontario). Elle a porté sur "How to Improve Communications between Labour, Management, Government and the Public" ("L'amélioration des communications entre les syndicats, le patronat, le gouvernement et le public"). Des 185 délégués présents, 50% représentaient le patronat, 40% les syndicats et les autres les gouvernements, les établissements d'enseignement et les autres organismes municipaux.

## Publications

En plus de satisfaire la demande de réimpression de nombreuses publications et de continuer la publication du périodique *Travail d'équipe dans l'industrie*, la Direction a préparé et distribué cinq nouvelles publications au cours de l'année. La première publication, intitulée *Attitude constructive face aux relations syndicales-patronales*, traite des relations employés-employeurs au cours des négociations collectives dans notre système économique

## Services de consultation aux employeurs

Dans la mesure du possible, la Direction a mis les services de ses spécialistes des justes méthodes d'emploi à la disposition des employeurs sur demande, pour conseiller les surveillants et les directeurs sur les aspects raciaux des relations humaines, conseiller les employés des groupes minoritaires, et animer des groupes de discussion dans le cadre de programmes d'entreprise destinés à faciliter l'intégration au travail des employés possédant un bagage culturel différent.

## Contacts

La Direction a entretenu des relations actives avec des organismes et des groupes chargés de promouvoir les droits humains dans l'emploi. Un expert a organisé un symposium international sur l'égalité des chances et de traitement dans l'emploi. Un autre agent a participé à l'organisation des activités de l'Association canadienne des organismes statutaires pour la protection des droits de l'homme, organisme qui rassemble les compétences fédérale, provinciales et territoriales en matière de droits humains dans l'emploi. En outre, des agents ont participé à des comités interministériels chargés de domaines comme l'augmentation des chances d'emploi pour les indigènes dans le Nord. La Direction a également mené à bien un programme actif de liaison avec les représentants des groupes minoritaires.

## Projets spéciaux

Une analyse des enquêtes de la Direction sur les plaintes a montré que les différences culturelles constituent un des motifs les plus fréquents de plaintes pour discrimination. La Direction a donc commencé à planifier un projet, dont le but est de mettre au point des documents de communication qui permettent d'expliquer à la fois aux membres des groupes minoritaires et aux employeurs et surveillants les différents comportements constatés au travail et dus à des différences culturelles. Grâce à ce projet qui en était au stade de la planification et de la recherche à la fin de l'année, on espère que les surveillants et les membres des groupes minoritaires seront mieux armés pour s'occuper des problèmes d'emploi enracinés dans des différences culturelles avant qu'ils ne se transforment en rivalités qui entraînent des plaintes pour discrimination.

## ● Services syndicaux-patronaux

Après avoir réalisé une étude sur les opérations dans le domaine des relations industrielles, le Ministère a élaboré de nouveaux programmes destinés à accélérer l'introduction, l'étude et la mise en application de relations permanentes et constructives lors des négociations collectives. Pour refléter l'esprit de ces services accrus, la Direction de la consultation ouvrière-patronale est devenue la Direction des services syndicaux-patronaux. Des ressources ont été affectées et dépensées pour atteindre les objectifs dans trois domaines généraux : la promotion de relations syndicales-patronales permanentes et constructives grâce au comité syndical-patronal ; la fourniture de renseignements et d'une aide sur les questions qui occasionnaient ou pouvaient occasionner une rupture des négociations collectives ; et l'organisation de programmes de relations industrielles, comme des réunions, conférences, séminaires et autres tribunes d'échange de renseignements.



cas, il a toutefois été possible de faire des démarches officielles dans le souci d'améliorer les relations entre un employeur et un employé ou un candidat qui portait plainte; dans d'autres cas, lorsque l'objet de la plainte relevait de la compétence d'une province ou d'un territoire, la Direction a renvoyé le cas à l'autorité compétente, et très souvent elle a pu venir en aide au plaignant en lui donnant des renseignements ou des conseils.

#### Promotion

Au début de l'année, il était bien évident que les groupes protégés par la Loi étaient conscients de la protection qu'elle leur apportait contre la discrimination, par suite d'une campagne publicitaire multi-média intensive menée à l'automne 1972. Mais les variations du volume de travail en cours d'année ont fait ressortir la nécessité de poursuivre les efforts de promotion. En conséquence, grâce à la Direction des Relations publiques et en collaboration avec de nombreuses stations radiophoniques, nous avons lancé dans 12 villes, de Terre-Neuve à la Colombie-Britannique, un programme d'annonces radiophoniques gratuites pour informer le public de ses droits en vertu du Code et de l'aide fournie par la Direction.

#### Publication

Les déclarations faites au cours de l'année par les porte-paroles des groupes minoritaires ont mis en doute la manière dont les organismes officiels des droits de l'homme au Canada pouvaient prouver les allégations valables de discrimination. La Direction a donc fait imprimer une publication qui explique en toute franchise les méthodes utilisées pour enquêter sur les allégations de discrimination et déceler les éventuelles pratiques discriminatoires illégales. En outre, elle a rédigé une publication intitulée "Lois sur les justes méthodes d'emploi qui interdisent la discrimination dans l'emploi au Canada", et d'autres documents intéressants pour le système éducatif et pour les personnes qui veulent se renseigner sur les droits de l'homme.

#### Publicité

La Direction des Relations publiques a également fait de la publicité, surtout dans les revues sélectionnées que reçoivent les membres des groupes protégés par la Loi.

#### Aide aux groupes minoritaires

La Direction a réalisé un programme d'information pour les groupes indigènes sur l'application du Code canadien du travail, Partie I (Justes méthodes d'emploi). Au lieu d'utiliser des moyens comme les publications pour présenter ces renseignements, la Direction a nommé un agent chargé de visiter les communautés indigènes et d'organiser des journées de discussions. En outre, une grosse organisation indigène s'est vue attribuer les services d'un agent chargé de l'aider à analyser et à documenter les problèmes de discrimination et d'emploi. La Direction a également planifié et coordonné un séminaire de formation d'une semaine pour les employés des organisations indigènes afin de les informer sur divers sujets relatifs à l'emploi et à la création d'emplois.

Les conventions collectives visées par le Code canadien du travail (Partie V — Relations industrielles) doivent, en vertu de l'article 155, contenir une clause de règlement définitif, sans arrêt de travail, par voie d'arbitrage ou autre, de tous les conflits surgissant à propos de leur interprétation, de leur champ d'application ou de leur présomée violation. Lorsque les parties à une convention collective sont dans l'impossibilité de s'entendre sur le choix d'un arbitre ou lorsque les membres d'une commission d'arbitrage ne peuvent s'entendre sur le choix d'un président, les conventions collectives stipulent habituellement que le ministre du Travail peut, à la demande des parties ou des membres de la commission, selon le cas, procéder à la nomination. Cette intervention du ministre n'est pas une prescription statutaire mais plutôt un service qu'il rend afin d'assurer le respect de l'esprit de l'article 155 du Code.

Au cours de l'année, le ministre a reçu des parties à des conventions collectives et (ou) de membres de commissions d'arbitrage, 34 demandes respectives de nomination d'arbitres uniques et de présidents de commission d'arbitrage.

Des nominations ont été faites dans 19 cas. Pour ce qui est des autres cas, les demandes ont été soit retirées, soit abandonnées, soit réglées d'un commun accord par les parties.

## Programme de spécialistes d'industrie

Depuis l'inauguration du programme jusqu'au 31 mars 1974, 180 cas ont été confiés aux spécialistes d'industrie qui ont vu leurs efforts couronnés de succès dans 84 p. 100 des cas dont ils se sont occupés jusqu'au bout.

Les spécialistes d'industrie ont recourus à des techniques de médiation préventive et de médiation précoce et agissent en qualité de conciliateurs dans des différends particuliers et en qualité de médiateurs dans les négociations subséquentes à la conciliation. On a recourus à la médiation préventive, par exemple, durant la période d'application de la convention collective, lorsque le spécialiste d'industrie peut aider les parties à résoudre certaines questions litigieuses et certains problèmes, ce qui fait qu'il y a moins de questions à régler pendant les négociations de la convention suivante et moins de contestation. La médiation précoce s'est révélée fructueuse dans les différends portant sur le renouvellement des conventions: des ententes sont intervenues avant la date d'expiration des conventions.

## ● Justes méthodes d'emploi

### Enquêtes

Au cours de l'année 1973-1974, la Direction des justes méthodes d'emploi s'est occupée de 188 allégations de traitement injuste pour divers motifs. La Direction a pour tâche principale de protéger le public contre la discrimination en matière d'emploi fondée sur la race, la nationalité d'origine, la couleur et la religion en enquêtant sur les allégations écrites de discrimination, conformément à la Partie I (Justes méthodes d'emploi) du Code canadien du travail. Des 188 allégations, 41 ont justifié la nomination d'un enquêteur officiel, conformément au Code, et 33 enquêtes ont été terminées au cours de l'année, les 8 autres ayant été reportées à l'année suivante. Avec l'aide de l'enquêteur nommé, 15 des cas achevés ont été réglés et 18 rejetés parce que non fondés. Les 147 autres plaintes sortaient du cadre de la Loi et la Direction n'était pas en mesure de s'en occuper officiellement. Dans certains

ont convenu que l'entente intervenue par suite des efforts fédéraux de conciliation s'appliquerait à tous. Avec l'aide du conciliateur, une entente a été signée en février et ratifiée par les travailleurs syndiqués en mars.

## Procédure de conciliation

Au cours de l'année financière, les conciliateurs ont réussi à régler 93 des 169 conflits de négociation collective qui leur avaient été soumis; de ces 169 conflits, 30 avaient été reportés de l'année précédente et 27 étaient entre les mains des conciliateurs à la fin de l'année. Des 49 conflits que les conciliateurs n'ont pu régler, 14 ont été soumis à des commissions de conciliation et 27 à des commissaires-conciliateurs; 6 ont abouti à des grèves légales et 2 se sont éteints.

On a nommé des commissions de conciliation pour régler 16 différends au cours de l'année, 2 ayant été transmis directement sans passer par le stade du conciliateur. En outre, 13 conflits soumis à des commissions de conciliation l'année précédente ont été reportés à l'année courante. Dans le cas de 14 des 29 conflits, on est parvenu à des règlements fondés sur les rapports des commissions ou au cours de la médiation subséquente au stade de la commission de conciliation; 14 différends non réglés ont abouti à des grèves et un différend s'est éteint.

Au cours de l'année, 27 conflits ont été soumis à des commissaires-conciliateurs. Pour 17 de ces 27 différends, les commissaires ont réussi à obtenir eux-mêmes un règlement, soit sur la foi de leurs rapports, soit au cours de la médiation subséquente au stade du commissaires-conciliateurs; 2 différends n'ont pu être réglés et ont abouti à des grèves légales et 8 étaient entre les mains des commissaires-conciliateurs à la fin de l'année.

## Demandes d'autorisation de poursuite

Au cours de l'année, le ministre a reçu une demande d'autorisation de poursuite en vertu de l'article 194 du Code canadien du travail (Partie V — Relations industrielles) qui a été proclamé en vigueur le 1<sup>er</sup> mars 1973, et cette demande a été agréée. Pendant la période de vingt-cinq ans où l'ancienne Loi, la Loi de 1948 sur les relations industrielles et sur les enquêtes visant les différends du travail, s'appliquait, le ministre a reçu 540 demandes d'autorisation de poursuite. De ce nombre, 191 ont été agréées, 41 rejetées, 12 plaintes abandonnées.

Demandes d'autorisation de soumettre certaines plaintes au Conseil canadien des relations du travail

L'article 187(5) du Code canadien du travail (Partie V — Relations industrielles) stipule que, sauf avec le consentement par écrit du ministre, aucune plainte ne doit être adressée au Conseil en vertu de l'article 187(1) relativement à un prétendu défaut de se conformer aux articles 148, 184(3)(g), 185(a) ou 185(b). Au cours de l'année, le ministre a reçu neuf demandes d'autorisation de soumettre de telles plaintes au Conseil. Des neuf demandes, cinq ont été agréées, trois rejetées et une retirée.



différend des employés sédentaires, la décision s'appliquait également aux deux autres employés exploitant des réseaux restreints) et la Division n°4 du Département des fer du Canada (représentant le Canadien National, le Canadien Pacifique et d'autres sociétés employées de chemins de fer de la FAT-COI, et le second le Canadien National et le Canadien Pacifique et les Travailleurs unis des transports (FAT-COI/CTC).

Dans le conflit des employés d'atelier, le directeur de la Direction de la conciliation et de l'arbitrage, nommé pour offrir dès le début des services de médiation, parvint à obtenir un règlement provisoire qui fut ensuite rejeté par les travailleurs syndiqués lors d'un vote de ratification. Le différend fut renvoyé à une commission de conciliation présidée par le juge J.C. Anderson de Belleville (Ontario), qui ne put aboutir à un règlement. Le différend touchant les agents de train connu un déroulement identique: échec de la médiation initiale avec le directeur de la Direction de la conciliation et de l'arbitrage, aide du spécialiste d'industrie des chemins de fer, puis renvoi à une commission de conciliation, présidée par M. Roy A. Gallagher, c.r., de Winnipeg. Les deux groupes des employés d'atelier et des agents de train ont obtenu le droit de grève après la présentation des rapports des commissions de conciliation en août, mais n'ont pris aucune mesure dans ce sens en raison de l'arrêt de travail national des employés sédentaires. Comme nous l'avons mentionné, les deux différends ont été réglés par la décision arbitrale Hall.

Dans cinq autres conflits ferroviaires abordés au cours de l'année par le Ministère (quatre touchant les mécaniciens de locomotives et les chauffeurs-aides employés par le Canadien National et le Canadien Pacifique, et le cinquième impliquant les employés des voitures-restaurants, des voitures-cafés et des voitures-buffets du Canadien Pacifique), le spécialiste d'industrie des chemins de fer a réussi, grâce à une médiation précoce, à faire signer aux parties le renouvellement de leurs conventions sans avoir recours à une procédure de conciliation officielle.

## Camionnage

Au cours de l'année, le Ministère a eu deux différends à régler dans le domaine du camionnage. Le 14 juin 1973, le ministre a nommé le spécialiste d'industrie du Ministère à Toronto à titre de conciliateur dans un différend opposant le Motor Transport Industrial Relations Bureau of Ontario, Inc. (représentant certaines compagnies de remorquage membres relevant de l'autorité fédérale en Ontario et au Québec) à trois sections locales (106, 880 et 938) de la Fraternité internationale des camionneurs, représentant quelque 1,200 chauffeurs et mécaniciens dont la convention collective cadre expirait le 30 juin. Le conciliateur a réussi à faire aboutir les parties à une entente, ratifiée par les travailleurs syndiqués à la fin de juillet.

Le 17 janvier 1974, le conciliateur en chef du Ministère pour la région de l'Ouest a été nommé pour régler un différend opposant la Transport Labour Relations Association (représentant certaines compagnies de camionnage membres en Colombie-Britannique) aux sections locales 21 et 213 du Syndicat des camionneurs. Elles négociaient le renouvellement de la convention collective cadre de Colombie-Britannique (transport routier et local) expirée depuis le 31 décembre 1973. La convention visait quelque 4,300 chauffeurs et mécaniciens. Seuls 700 employés de huit entreprises relevaient de l'autorité fédérale, en vertu du Code canadien du travail (Partie V — Relations industrielles); les autres, soit la majorité, relevaient de la Loi de la Colombie-Britannique sur les relations de travail. Mais les parties

la grève le 1<sup>er</sup> février 1974. Les réunions ultérieures ont abouti à la signature d'un second protocole d'accord le 19 février qui a été ratifié par la suite, et les activités du port ont repris.

#### Transport ferroviaire

Au début de l'année, une commission de conciliation était sur le point d'être nommée pour régler un différend opposant quelque 55,000 travailleurs sédentaires des chemins de fer, représentés par les Syndicats associés des services ferroviaires non rouliers, dont les conventions collectives avaient expiré le 31 décembre 1972, le Canadien National, le Canadien Pacifique et plusieurs sociétés ferroviaires exploitant des réseaux restreints. Juste avant la création de la commission de conciliation, le sous-ministre adjoint (Relations industrielles) et le directeur de la Direction de la conciliation et de l'arbitrage avaient tenu de nombreuses séances de médiation pour essayer de régler le différend sans recourir à une procédure de conciliation officielle. Bien qu'incapables de régler toutes les questions, ils ont réussi à résoudre avec les parties (y compris d'autres syndicats d'employés des chemins de fer non impliqués dans le conflit des employés sédentaires) l'importante question du régime de pensions, qui touchait non seulement les travailleurs sédentaires des chemins de fer mais également la plupart des autres travailleurs au service des principales sociétés ferroviaires et de certaines sociétés exploitant des réseaux restreints.

Le ministre a nommé le juge F. Craig Munroe de la Cour suprême de la Colombie-Britannique à la présidence de la commission de conciliation, mais aucune entente n'a été conclue. Le rapport de la commission a été présenté au ministre à la mi-juillet et les syndicats des employés sédentaires ont ainsi acquis le 21 juillet le droit de faire grève. Malgré les efforts déployés par le sous-ministre adjoint au cours de réunions privées avec les parties pour essayer de régler le différend sans recours à la grève, les employés en poste dans l'Ontario ont déclenché des grèves tournantes de 48 heures le 26 juillet. Des grèves de 48 heures se sont produites à différents endroits du Canada entre le 28 juillet et le 23 août, date à laquelle les travailleurs ont déclenché une grève nationale. Le 7 août, le ministre nommait le juge Alan B. Gold, juge en chef associé du tribunal provincial du Québec, à titre de médiateur spécial chargé de régler le différend. Malgré les réunions régulières du médiateur avec les parties, qui se sont poursuivies après le début de la grève nationale, et malgré les contacts quasi permanents du ministre, du sous-ministre adjoint et du directeur de la Direction de la conciliation et de l'arbitrage avec les principaux représentants des parties depuis le 10 août, aucun règlement n'est intervenu.

Après avoir étudié les effets économiques désastreux de la grève sur l'économie du pays, le premier ministre décida de convoquer le Parlement le 30 août. Celui-ci vota, le 1<sup>er</sup> septembre, la Loi de 1973 sur le maintien de l'exploitation des chemins de fer, qui entra en vigueur le 2 septembre et prévoyait une reprise immédiate des services ferroviaires, des hausses de salaires immédiates et rétroactives et une reprise immédiate des négociations entre les parties avec recours, le cas échéant, à l'arbitrage final et exécutoire. En raison du coût des améliorations au régime de pensions faisant suite à l'entente intervenue le 16 mars 1973, le ministre nomma M. John J. Deutsch membre unique d'une commission d'enquête industrielle chargée d'étudier le coût de cette entente.

Les négociations directes ultérieures ne réussirent pas à régler le différend qui fut ensuite soumis à l'arbitrage exécutoire. Le 5 septembre, le ministre annonça la nomination de l'honorable Emmett M. Hall, c.r., de Saskatoon en qualité d'arbitre. Il remit sa décision le 16 janvier 1974. En plus d'assurer le règlement de toutes les questions en suspens dans le



de conciliation entre janvier et mai 1973. Au cours de négociations subséquentes à la conciliation, les parties sont parvenues le 11 juin à un règlement fondé sur le rapport de la commission de conciliation.

#### Élévateurs à grain

Juste avant la fin de l'année financière précédente, une commission de conciliation avait été nommée pour régler un différend opposant la Fraternité des commis de chemins de fer, de lignes aériennes et de navigation, qui représentait quelque 1,600 manutentionnaires de grain, à un certain nombre de sociétés d'élévateurs à grain représentées par la Lakehead Terminal Grain Elevators Association. En juin, les deux parties ont accepté les recommandations de la commission de conciliation et ont signé une convention collective.

#### Débar dage

Un différend opposant l'Association des employés maritimes à l'Association internationale des débardeurs, section locale 269, a suivi toute la procédure de conciliation. À la fin des auditions de la commission de conciliation, les parties ont signé un protocole d'accord, mais les membres du syndicat, qui représentaient quelque 650 débardeurs du port d'Halifax, ont rejeté l'accord lors d'un vote de ratification. Après la remise du rapport de la commission de conciliation par le ministre, la partie syndicale a rejeté les recommandations de la commission, acceptées toutefois par l'Association des employés. Le 7 novembre, jour du refus du syndicat, une assez grande majorité a voté en faveur d'une grève. On a rapporté que les membres du syndicat commençaient des pratiques de ralentissement du travail et qu'aucun travailleur n'accepterait un rappel au travail ce soir-là. N'ayant pu obtenir l'assurance que les débardeurs retourneraient au travail sur un rappel, l'Association des employés a procédé à un lock-out légal, le lendemain 8 novembre, qui a arrêté complètement l'activité du port. Le 14 novembre, le ministre a nommé le directeur de la Direction de la conciliation et de l'arbitrage à titre de médiateur du conflit. Après de nombreuses réunions, il parvint à amener les parties à une entente le 28 novembre. L'activité est redevenue normale dans le port le 30 novembre, après la ratification de l'entente par les membres du syndicat.

En plus d'une convention collective de trois ans, l'entente prévoyait une période de 30 jours durant laquelle les parties allaient continuer à négocier sur la seule question en suspens, celle des nouvelles règles régissant l'affectation de la main-d'œuvre. En cas d'échec, la question devait être soumise à l'arbitrage exécutoire. À la fin de l'année, la question était entre les mains d'un arbitre unique, le juge Nathan Green, c.r.

Au cours de l'année, un second différend a touché quelque 750 débardeurs à Saint-Jean. Malgré la présence des deux conciliateurs du Ministère à Halifax, l'Association des employés maritimes et la section locale 273 de l'Association de conciliation nommée débardeurs ne sont pas parvenues à une entente. Une commission de conciliation nommée par la suite n'a pas eu plus de succès. Bien que l'Association des employés ait accepté les recommandations de la commission, les travailleurs syndiqués les ont rejetées au cours d'un vote de ratification le 3 décembre. Le syndicat ayant le droit de déclencher la grève depuis le 6 décembre, le Ministère a nommé un des conciliateurs d'Halifax à titre de médiateur le 11 décembre. Les séances de médiation ont abouti à la signature d'un protocole d'accord le 14 décembre, mais il a été rejeté le 17 par le syndicat lors d'un vote de ratification. Bien que le médiateur ait poursuivi ses réunions avec les parties, les membres du syndicat ont déclenché



C.P. Air a été impliquée dans deux autres différends, l'un avec l'Association internationale des machinistes et des travailleurs de l'aérospatiale et l'autre avec l'Association canadienne des préposés aux services de bord aériens. Après un arrêt de travail de deux mois, le premier différend a été réglé avec l'aide du conciliateur en chef du ministère pour la région de l'Ouest, le second qui touchait 500 garçons de bord et hôtesses était entre les mains d'un conciliateur à la fin de l'année.

#### Energie atomique

Au cours de l'année, l'Energie atomique du Canada Limitée a été fortement impliquée dans la renégociation de nombreuses conventions collectives expirées avec les divers syndicats d'employés de leurs établissements dans tout le Canada. La plupart des négociations ont eu recours à la conciliation avant d'être réglées. Le plus important différend mettait en cause 942 employés horaires à Chalk River (Ontario) et 122 à Pinawa (Manitoba); les 1,064 travailleurs étaient représentés par une dizaine de syndicats qui négociaient par l'intermédiaire d'un organisme appelé Conseil des travailleurs unis de l'Energie atomique. Après une grève de deux mois dans ces deux endroits et la nomination du spécialiste d'industrie du Ministère à Toronto à titre de médiateur, les deux parties ont abouti à une entente. A la suite du règlement intervenu avec le Conseil des travailleurs unis, dix conflits ont été réglés au stade du conciliateur ou de la commission de conciliation.

#### Radiodiffusion

Un conciliateur a été nommé en juin 1973 pour régler un différend opposant la Société Radio-Canada à la Guilde des services de presse du Canada et qui touchait quelque 240 employés des salles de nouvelles du réseau anglais de télévision dont la convention collective avait expiré à la fin mai. Après l'échec du conciliateur, le ministre a nommé un commissaire-conciliateur. Au cours de leurs réunions avec le commissaire, les représentants des parties en sont arrivés à une base d'entente à deux reprises mais les conditions de règlement se sont avérées inacceptables à la Société. Après la présentation au ministre du rapport du commissaire, donnant droit au syndicat de déclencher la grève le 17 octobre, le ministre nomma le spécialiste d'industrie du Ministère à Montréal en qualité de médiateur, avec comme adjoint le conciliateur en chef de la région du Québec. Ils réussirent à négocier un règlement, ratifié par la suite le 14 décembre 1973.

Pendant l'année, un autre conflit a impliqué la Société Radio-Canada et le Syndicat canadien de la fonction publique, mettant en cause quelque 4,200 employés de l'administration et de la production. Ces deux parties négociaient le renouvellement de deux conventions distinctes expirées depuis le 31 mars 1973. Avec la collaboration des deux parties, le spécialiste d'industrie et le conciliateur en chef de la région du Québec ont été nommés à titre de médiateurs dès le début des négociations. Après plusieurs mois de réunions quasi permanentes avec les parties, les médiateurs sont parvenus à les aider à négocier un règlement en juin, sans avoir recours à une procédure de conciliation officielle.

#### Communications

Un différend opposant la British Columbia Telephone Company à la Fédération des travailleurs du téléphone de Colombie-Britannique, qui touchait environ 8,900 employés du trafic, des installations et de l'entretien, a été transmis à un conciliateur et à une commission

# Programme des relations industrielles

Au début de l'année, le secteur des relations industrielles du Ministère se trouvait amputé d'une direction alors qu'une autre fonctionnait sous un nom nouveau. La Direction de la représentation des travailleurs, qui fournissait le personnel de bureau nécessaire au Conseil canadien des relations du travail, est passée du côté du Conseil lorsque celui-ci est devenu indépendant avec l'entrée en vigueur, le 1<sup>er</sup> mars 1973, de la Partie V du Code canadien du travail (Relations industrielles). La Direction de la consultation ouvrière-patronale, vu sa nouvelle orientation, a pris le nom de Direction des services syndicaux-patronaux. Le programme se subdivise donc maintenant en trois secteurs: la Direction de la conciliation et de l'arbitrage, la Direction des justes méthodes d'emploi et la Direction des services syndicaux-patronaux.

L'activité prévue dans le cadre du programme consiste à:

1. assurer des services de conciliation et d'arbitrage en vertu de la Partie V du Code canadien du travail (Relations industrielles);
2. établir, en vertu de la Partie I du Code (Justes méthodes d'emploi), un programme visant à supprimer la discrimination dans l'emploi, socialement inacceptable, et à multiplier les occasions d'emploi à l'intention des minorités défavorisées; et enfin à
3. promouvoir des relations continues et constructives dans le cadre de la négociation collective.

## ● Conciliation et Arbitrage

### Services de conciliation

Le nombre des différends syndicaux-patronaux transmis en 1973-1974 aux agents de la Direction de la conciliation est tombé de 180 l'an dernier à 169, mais le nombre de grèves légales est monté de 10 à 22 et le pourcentage des établissements n'ayant pas subi d'arrêts de travail a diminué de 93 à 85%.

Les différends qui ont mis le plus à contribution les services de conciliation du Ministère cette année ont touché le transport aérien, l'énergie atomique, la radiodiffusion, les communications, les éleveurs à grain, le débarquement, le transport ferroviaire et le camionnage.

### Transport aérien

Trois des différends en matière de transport aérien ont touché Air Canada, deux avec l'Association canadienne des employés du transport aérien et un avec l'Association canadienne des préposés aux services de bord aériens. Pour deux de ces différends, des arrêts de travail se sont produits avant le règlement du litige. Un des différends avec l'ACETA concernait la négociation d'un premier accord, puisque le syndicat avait été accrédité en tant qu'agent exclusif de négociation en août 1972 pour 400 employés de la Division des finances d'Air Canada à Winnipeg. L'autre différend avec l'ACETA a touché quelque 2,250 agents des services des communications et des passagers. Lors de ce différend, une entente est intervenue avec l'aide d'un médiateur, pendant que commençait une série de grèves tournantes. Le troisième différend avec Air Canada, qui mettait en cause quelque 2,700 garçons de bord et hôtesses, a été réglé par une commission de conciliation.





(suite)

**Relations industrielles**

**Direction**

Administration, bureau du SMA

\$ 44,539

\$ 56,493

Conciliation et Arbitrage

963,256

813,855

Consultation ouvrière-patronale

704,961

656,446

Représentation des travailleurs

—

286,528

Justes méthodes d'emploi

161,760

218,982

**Total**

\$1,874,516

\$2,032,304

**Normes d'emploi**

**Direction**

Administration, bureau du SMA

\$ 62,163

\$ 54,403

Normes du travail

1,503,226

1,471,013

Prévention des accidents et Indemnisation

2,337,514

1,982,550

Bureau de la main-d'oeuvre féminine

171,351

157,685

**Total**

\$4,074,254

\$3,665,651

**Recherches et développement**

**Direction**

Administration, bureau du directeur

\$ 310,291

\$ 666,534

général

Économique et Recherches

2,030,711

2,040,340

Recherche sur la législation

184,019

168,794

**Total**

\$2,525,021

\$2,875,668

Etat comparatif des dépenses pour les années 1973-1974 et 1972-1973		
par activité		
Administration générale		
Direction		
Cabinet du ministre	\$ 417,388	1973-74
Cabinet du sous-ministre	278,066	1972-73
Administration du personnel	419,913	
Services financiers et administratifs	1,608,955	
Bibliothèque	171,756	
Affaires internationales du travail	398,006	
<b>Total</b>	<b>\$3,294,084</b>	<b>\$2,917,003</b>
<b>Relations publiques</b>		
<b>Total</b>	<b>\$1,186,285</b>	<b>\$ 984,835</b>

Etat comparatif des dépenses pour les années 1973-1974 et 1972-1973		
Par article de dépenses		
Personnel		
Versements statutaires	\$ 8,849,373	1973-74
d'indemnités	6,791,425	1972-73
Information	806,797	
Services professionnels	1,537,097	
et spéciaux	1,310,508	
Conseils, commissions, conférences	328,869	
Autres	2,566,128	
<b>Total</b>	<b>\$20,879,689</b>	<b>\$18,844,900</b>

# Etats financiers

## Etat comparatif des dépenses pour les années 1973-1974 et 1972-1973

Sommaire-Ministère

	1973-74	1972-73
Administration générale	\$ 3,274,084	\$ 2,897,003
Administration	20,000	20,000
Subventions et contributions	786,000	—
Pension de retraite		
Relations publiques	1,186,285	984,835
Administration		
Relations industrielles	1,874,516	2,032,304
Administration		
Normes d'emploi	4,059,254	3,654,851
Administration		
Versements d'indemnités aux employés de	6,791,425	6,369,439
l'Etat et aux marins marchands	15,000	10,800
Subventions et contributions		
Recherches et développement	2,460,067	2,472,788
Administration		
Subventions et contributions	413,058	402,880
Total des dépenses du Ministère	\$20,879,689	\$18,844,900

## Etat comparatif des dépenses par crédit ministériel pour les années 1973-1974 et 1972-1973

Ministère du Travail — Traitement et indemnité d'automobile	\$ 17,000	\$ 16,939
Travail — Dépenses aux fins des programmes, les subventions énumérées dans le Budget des dépenses et les dépenses des délégués affectés à des travaux inhérents à l'activité du Canada dans le domaine des Affaires internationales du travail	14,071,264	12,458,522
Versements d'indemnités aux employés de l'Etat (Chap. 134, S.R., modifié) et aux marins marchands (Chap. 45, Statuts de 1964-1965)	6,791,425	6,369,439
Total des dépenses du Ministère	\$20,879,689	\$18,844,900



On a publié deux nouvelles séries de règlements de sécurité, l'une s'intitulant "Règlement du Canada sur la durée du service des conducteurs de véhicules automobiles" et l'autre, "Règlement du Canada sur la protection contre les dangers de l'électricité".

Pour la première fois depuis plusieurs années, les réclamations adressées à la Direction des accidents de travail et de l'indemnisation ne se sont pas accrues en nombre par rapport à l'année précédente; on en a reçu 28,090.

Quant à la Direction des justes méthodes d'emploi, 188 personnes lui ont exprimé par lettre leur conviction qu'une discrimination dans l'emploi s'était exercée contre elles à cause de leur race, de leur origine ethnique ou de leur religion. On assigna un agent pour vérifier le bien-fondé de ces allégations dans 41 des cas. Pendant l'année, on parvint à en éclaircir 33: 15 plaintes reçurent satisfaction les 18 autres furent considérées comme non fondées.

La Direction des services syndicaux-patronaux a partiellement parrainé pendant l'année trois conférences syndicales-patronales adaptées aux besoins de la collectivité. L'une à Niagara Falls, en septembre, avait pour thème l'influence des relations syndicales-patronales sur la collectivité. Une deuxième, à Charlottetown, en février, posait la question suivante: "Les gens ont-ils de l'importance?". Enfin, à Barrie en Ontario, en mars, on traita de l'amélioration des communications entre les syndicats, le patronat, le gouvernement et le public.

Le Bureau de la main-d'œuvre féminine a continué ses efforts en vue d'amener des changements de mentalité et de pratiques défavorables à la femme sur le marché du travail et en général. La Direction des affaires internationales du travail, pour sa part, a organisé la quatrième réunion des sous-ministres du Travail fédéral et provinciaux pour discuter de questions internationales.

Vers la fin de l'année, le Ministère commença à faire des préparatifs pour un déménagement qui devrait avoir lieu au printemps de 1975 et l'amener dans un nouvel édifice à Hull. En fin de compte, l'année nouvelle, qui marquera le 75<sup>e</sup> anniversaire de Travail Canada, s'annonce comme une période de défi et de changement pas seulement pour le Ministère lui-même, mais aussi à cause des questions et des problèmes d'envergure nationale qu'il sera appelé à affronter.

# Introduction

Depuis sa fondation en 1900, le ministère du Travail du Canada a subi plusieurs réorganisations et a été témoin de l'évolution constante de son contexte social et économique. La philosophie de base du Ministère n'a pas changé, toutefois, elle se rapporte toujours au bien-être de tous les travailleurs au Canada.

Au cours de l'année financière 1973-1974, cette philosophie de base a continué d'inspirer les programmes du Ministère: relations industrielles, normes d'emploi, recherche sur la législation et sur des phénomènes sociologiques. Cette année plus que jamais, les services et les spécialistes du Ministère en ces domaines ont été très recherchés.

Pendant l'année, le nombre de conflits de travail soumis pour conciliation aux agents du Ministère est tombé à 169, de 180 qu'il était l'année précédente, mais le nombre des grèves légales s'est élevé, passant de 10 à 22. L'une de ces grèves débuta le 23 août par le débrayage, à l'échelle du pays, des employés sédentaires du rail, débrayage qui devait entraîner la convocation du parlement le 30 suivant et l'adoption le 1er septembre de la Loi de 1973 pour le maintien de l'exploitation des chemins de fer. Le juge Emmett M. Hall, c.r., rendait à ce propos, le 16 janvier, une sentence arbitrale qui s'appliquait aussi à deux autres différends du transport ferroviaire: celui des employés d'atelier et celui des agents de train. A la fin de sa sentence, le juge Hall mentionnait que les procédures d'arbitrage s'étaient déroulées dans une atmosphère non dépourvue d'agressivité, mais quand même amicale, ce qui permettait d'espérer que le conflit séculaire, qui oppose travailleurs et patrons, pourrait éventuellement perdre de sa virulence. "Des discussions sensées entre hommes de bonne volonté, écrivait-il, devraient mettre fin à cette navrante période où le transport ferroviaire se trouve régulièrement paralysé par des grèves."

heures de travail.

Par voie de décret, la Division II du Code canadien du travail, partie III (Normes du travail), a révisé le salaire minimum des employés relevant de l'autorité fédérale. A compter du 1er avril 1974, le taux horaire a passé de \$1.90 à \$2.20 pour les personnes âgées de 17 ans ou plus et de \$1.65 à \$1.95 pour celles qui ont moins de 17 ans. Des recherches effectuées par la Direction des normes du travail, à partir de 1,071 plaintes, ont permis de retracer 490 cas de violation des articles du Code; par conséquent, des traitements rétroactifs d'un total de \$226,064.95 durent être versés. Des inspections systématiques ont mis à jour 251 autres violations et les remboursements qui en résultèrent se sont élevés à \$722,945.81. Enfin, un montant de \$89,821.35 fut recouvré par la mise en vigueur des stipulations sur les conditions de travail et la rétribution horaire juste de la Loi sur les justes salaires et les La principale préoccupation de la Direction de la prévention des accidents fut, cette année, d'améliorer la situation des travailleurs du grain. On a tâché de diminuer la quantité des poussières qui se développent dans les élévateurs à grain de l'Ouest, à la campagne ou aux points d'arrivée et de départ des céréales. Des radiographies permirent d'étudier les effets de ces poussières sur les personnes qui sont sur les lieux depuis longtemps. On compte continuer cette recherche pendant au moins une autre année.





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## Les objectifs du ministère du Travail du Canada

Le Ministère poursuit l'objectif général énoncé ci-après:

Atteindre au progrès économique et social par des moyens justes en favorisant de saines relations du travail et une amélioration des conditions de travail.

Dans la poursuite de cet objectif fondamental, le Ministère travaille principalement à:

Protéger le droit des travailleurs de se syndiquer et de négocier collectivement;

Régler les différends du travail et encourager la collaboration ouvrière-patronale;

Établir et maintenir des normes équitables en matière de rémunération, de conditions de travail et de sécurité dans l'emploi;

Garantir des chances égales d'emploi et protéger les droits de l'homme dans les questions relatives au travail;

Procurer des services de recherche, de statistique et d'information en matière de travail aux syndicats, aux employeurs, au gouvernement et au public;

Encourager la consultation tripartite, aux paliers national et international, pour les questions intéressant la main-d'œuvre, et participer à cette consultation.

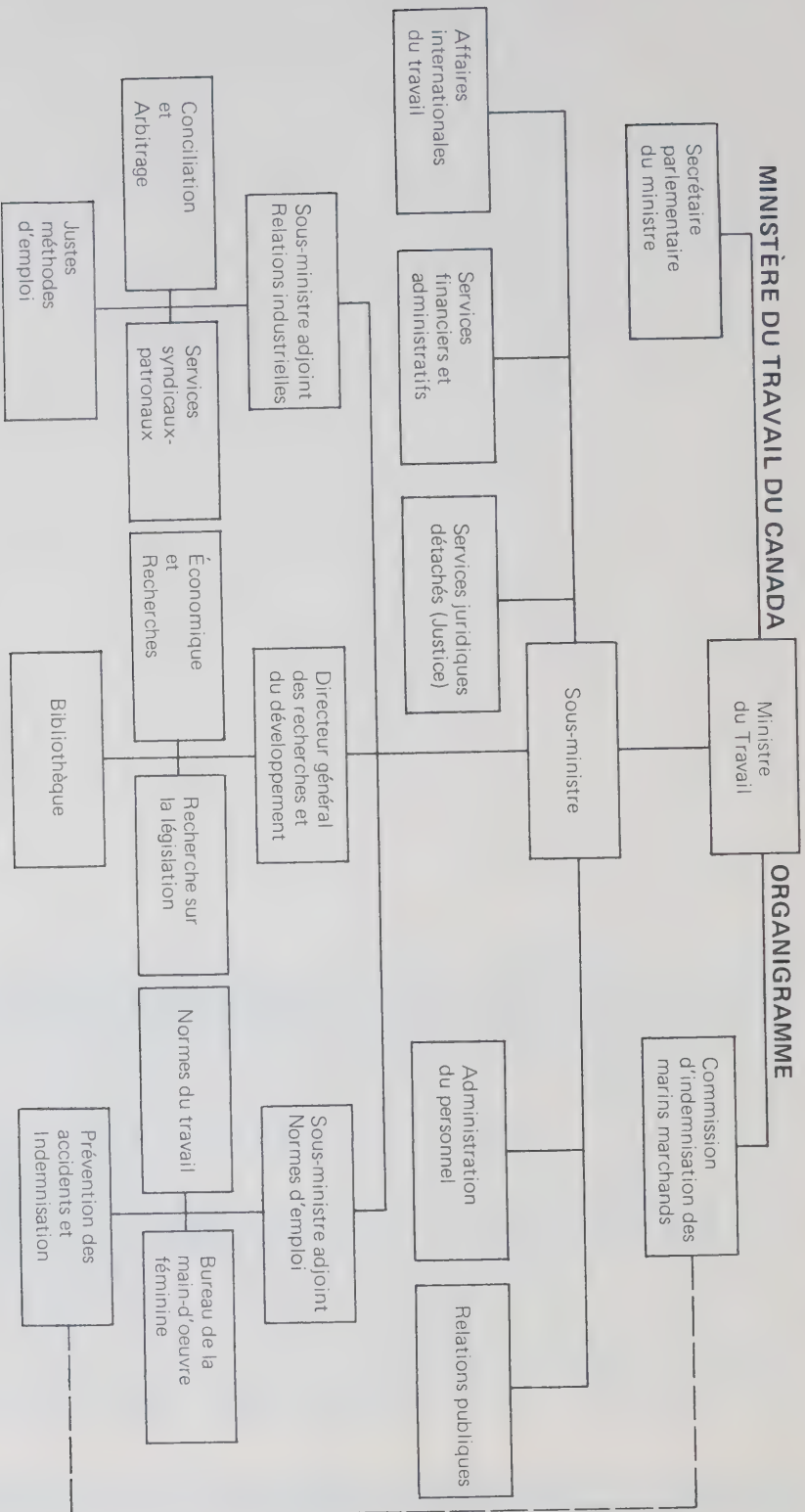


## Lois appliquées par le ministère du Travail du Canada

- Le Code canadien du travail (chapitre L-1, S.R.C. 1970).
- La Partie I (Justes méthodes d'emploi) remplace la Loi canadienne sur les justes méthodes d'emploi;
- La Partie III (Normes du travail) remplace le Code canadien du travail (Normes) et la Loi sur l'égalité de salaire pour les femmes;
- La Partie IV (Sécurité du personnel) remplace le Code canadien du travail (Sécurité);
- La Partie V (Relations industrielles) remplace la Loi sur les relations industrielles et sur les enquêtes visant les différends du travail.
- La Loi sur la conciliation et l'arbitrage (chapitre 110, S.R.C. 1927)
- La Loi sur le ministère du Travail (chapitre L-2, S.R.C. 1970).
- La Loi sur les justes salaires et les heures de travail (chapitre L-3, S.R.C. 1970).
- La Loi sur l'indemnisation des employés de l'État (chapitre G-8, S.R.C. 1970).
- La Loi sur l'indemnisation des marins marchands (chapitre M-11, S.R.C. 1970, modifiée par les S.R.C. 1970, chapitre 19, 2e supplément).

# MINISTÈRE DU TRAVAIL DU CANADA

## ORGANIGRAMME







# Ministère du Travail du Canada

340 ouest, avenue Laurier, Ottawa (Ontario) K1A 0J2

Ministre du Travail, L'hon. John Munro, C.P., député

Chef de cabinet, M. F.A. Viola

Adjoint spécial, M. Doug. Lord

Adjointe ministérielle, Mme Marie Phelan

## Principaux fonctionnaires

Sous-ministre, M. Bernard Wilson

Adjoint exécutif, M. Keith Deyell

## Programme des relations industrielles

Sous-ministre adjoint, M. W.P. Kelly

Directeur, Conciliation et Arbitrage, M. A.R. Gibbons

Directeur, Justes méthodes d'emploi, M. R. Traversy

Directeur, Services syndicaux-patronaux, M. K.P. DeWitt

## Programme des normes d'emploi et des prestations

Sous-ministre adjoint, M. J.-P. Després

Directeur, Normes du travail, M. B.H. Hardie

Directeur, Prévention des accidents et indemnisation, M. J.H. Currie

Directrice, Bureau de la main-d'oeuvre féminine, Mlle Sylvia Gelber

## Programme des recherches et du développement

Directeur général, M. Harry J. Waisglass

Directeur, Économique et Recherches, M. Cecil D. Harper

Directeur, Recherche sur la législation, M. C.R. Scott

Directeur, Bibliothèque, M. James Whitridge

## Directions des services

Directeur, Contentieux, M. G. Van Berkel

Directeur, Affaires internationales du travail, M. John Mainwaring

Directeur, Services financiers et administratifs, M. C.J. Helmes

Directeur, Administration du personnel, M. E.B. Meredith

Directeur intermédiaire, Relations publiques, M. J.W. MacLeod

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# 1975 Annual Report

for the fiscal year ended  
31 march





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# 1975 Annual Report

for the fiscal year ended  
31 march



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Ottawa, 1976  
Cat. No.: L1-1975



# Canada Department of Labour

340 Laurier Avenue West, Ottawa, Ontario. K1A 0J2

Minister of Labour, **The Honourable John Munro, P.C., M.P.**

Executive Assistant, **F.A. Viola**

Special Assistant, **Doug. Lord**

Departmental Assistant, **Mrs. Marie Phelan**

## • Principal Officers

Deputy Minister, **T.M. Eberlee**

Executive Assistant, **Keith Deyell**

### **Industrial Relations Program**

Assistant Deputy Minister, **W.P. Kelly**

Director, Conciliation and Arbitration, **A.R. Gibbons**

Director, Fair Employment Practices, **R. Traversy**

Director, Union-Management Services, **K.P. DeWitt**

### **Employment Standards and Benefits Program**

Assistant Deputy Minister, **J.-P. Després**

Director, Labour Standards, **B.H. Hardie**

Director, Accident Prevention and Compensation, **J.H. Currie**

Director, Women's Bureau, **Miss Sylva Gelber**

### **Research and Development Program**

A/Director-General, **Cecil D. Harper**

A/Director, Economics and Research, **V. Johnston**

A/Director, Legislative Research, **Nicole Kean**

Director, Library Services, **James Whitridge**

### **Services Branches**

Departmental Solicitor, **G. Van Berkel**

Director, International Labour Affairs, **John Mainwaring**

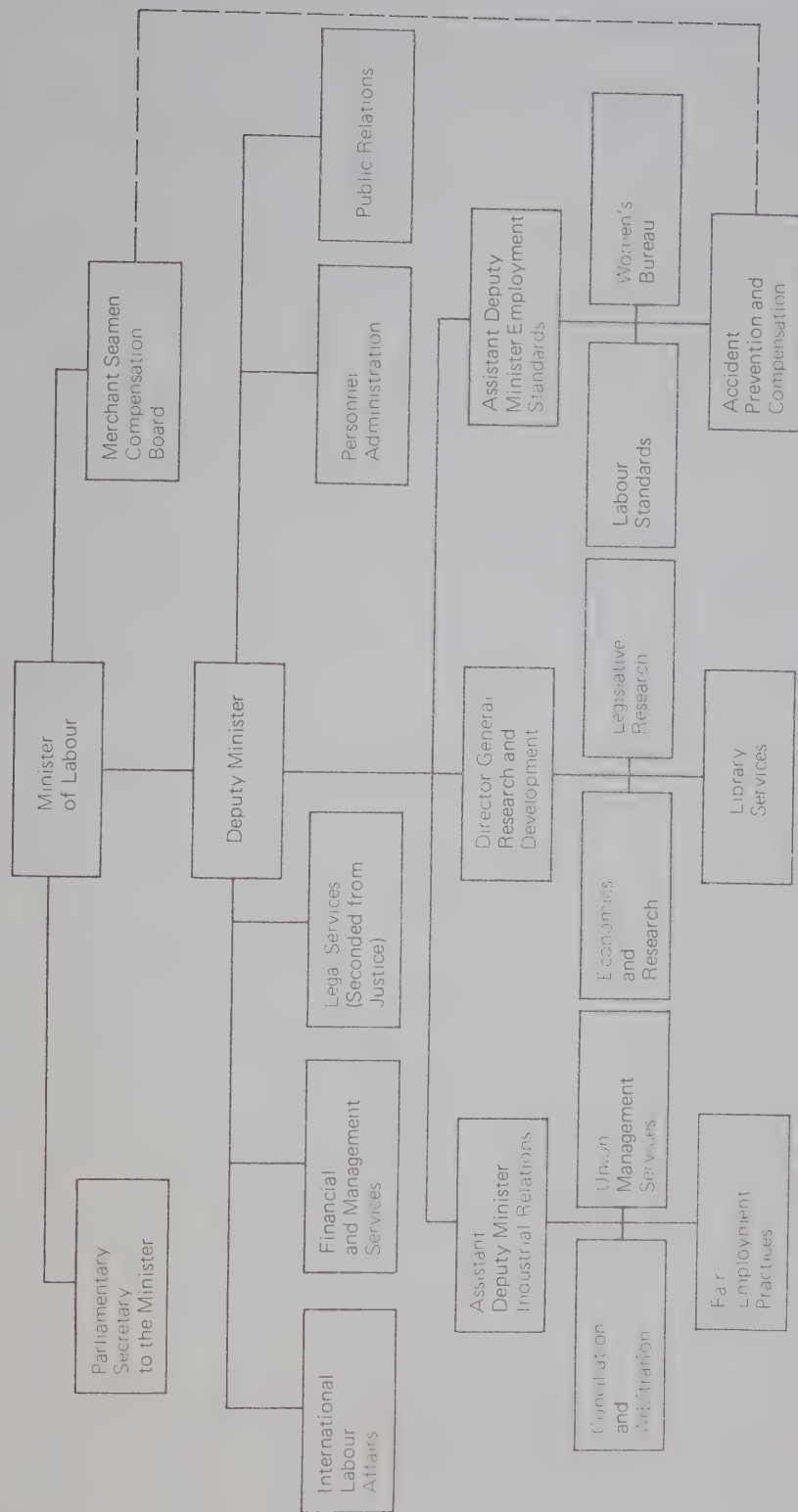
Director, Financial and Management Services, **C.J. Helmes**

Director, Personnel Administration, **E.B. Meredith**

Director, Public Relations, **J.W. MacLeod**



# Canada Department of Labour — Plan of Organization





# Acts administered by the Canada Department of Labour

The Canada Labour Code (chapter L-1, R.S.C. 1970):

Part I (Fair Employment Practices) replaces Canada Fair Employment Practices Act.

Part III (Labour Standards) replaces Canada Labour (Standards) Code and Female Employees Equal Pay Act.

Part IV (Safety of Employees) replaces Canada Labour (Safety) Code.

Part V (Industrial Relations) replaces Industrial Relations and Disputes Investigation Act.

Conciliation and Labour Act R.S. 1927 chapter 110

Department of Labour Act (chapter L-2, R.S.C. 1970)

Fair Wages and Hours of Labour Act (chapter L-3, R.S.C. 1970).

Government Employees Compensation Act (chapter G-8, R.S.C. 1970).

Merchant Seamen Compensation Act (chapter M-11, R.S.C. 1970, as amended by R.S.C. 1970, chapter 19, (2nd Suppl.)).

# Canada Department of Labour Objectives

The Department has one overall objective, which is:

To achieve economic and social progress with justice through the promotion of good industrial relations and improved working conditions.

To further this basic objective the Department's principal activities are designed to:

Protect the right to organize and to bargain collectively;

Settle industrial disputes and encourage co-operation between labour and management;

Establish and maintain fair standards of wages, working conditions and safety in employment;

Achieve equality of job opportunity and safeguard human rights in matters affecting labour;

Provide research, statistical and information services in labour matters to unions, employers, government and the public;

Promote and participate in national and international tripartite consultation in matters affecting labour.





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# Introduction

For the Canada Department of Labour, 1974-75 was a period of change and challenge, not only from the standpoint of departmental programs, but also in terms of the events and developments affecting the labour affairs of the country. It was also a year in which the Department — under a new deputy minister, T.M. Eberlee — reappraised its aims, moved toward the restructuring of its organization and sought to play a more potent and prominent role in the world of work.

Since the Department's last reorganization (in 1966), socio-economic conditions in Canada had experienced a considerable transformation. Moving to the fore over the past 10 years were issues and problems related to such matters as technological change and its impact on job security, the work ethic, and the need for satisfaction on the job. There was a renewed appreciation of work as a source of self-sufficiency and sense of accomplishment.

There was also growing public anxiety over the state of the country's industrial relations, which seemed to be marked by an ever-increasing number of disruptive disputes. To many, the collective bargaining system with its emphasis on hard-nosed confrontation was not working effectively as a mechanism for achieving a just sharing of monetary resources.

The time had clearly arrived for a reassessment of the goals and role of the federal Department of Labour.

The process of reappraisal — which began with a small working group — culminated in an ever-widening series of consultations and discussions ultimately involving almost every departmental employee, both in Ottawa and in the regional offices. By the close of the fiscal year, position papers had been developed covering every aspect of Labour Canada's concerns: dispute settlement, conditions of work, employment relations, occupational health and safety, human rights, etc.

Labour Canada's role as a partner in labour affairs was reaffirmed; but the Department was also seen as a dynamic link between the concerns of people and parties in the workplace and the broader socio-economic concerns of the country at large. It was clear that the Department must strengthen its relations within the federal system and with other jurisdictions and, by this and other means, exert a greater influence on the labour affairs of the country.

Broadly stated, the role proposed for Labour Canada was and is as follows:

To promote and where necessary to protect:

- (1) the rights of the parties involved in the world of work;
- (2) opportunities for work;
- (3) a working environment conducive to physical and social well-being;
- (4) a fair return for efforts in the work place.

The new role demanded that Labour Canada acquire new capabilities; and thus, by the end of the fiscal year, plans were well under way for restructuring — in fact, decentralizing — the Department. It was proposed that program activities be carried out from five main offices across the country operating under a regional director. This would enable the Department to adapt and respond quickly to changing needs, and thereby serve its clients more effectively.



Still based in the national capital region, however, would be the areas of the Department responsible for policy and program development, mediation and conciliation, international and provincial relations, and the provision of various special services.

Plans were under way also for the establishment of an advisory council on labour relations made up of representatives from organized labour, industry and Labour Canada. The council would explore and develop ways and means of improving the collective bargaining system, thereby paving the way for greater harmony on the labour front.

Meanwhile, the various branches of the Department faced a heavy work schedule, the details of which are presented in the pages that follow. In fact, fiscal year 1974-75 was regarded by many as one of the most active and demanding periods of the Department's history.

Appropriately, 1975 would mark the 75th anniversary of the founding of Labour Canada.

# Financial Statements

## Comparative Statement of Expenditures 1973-74 and 1974-75 Departmental Summary

	1974-75	1973-74
<b>General Administration</b>		
Administration	\$ 4,576,265	\$ 3,274,084
Grants and Contributions	55,000	20,000
Superannuation	1,077,000	786,000
<b>Public Relations</b>		
Administration	1,223,305	1,186,285
<b>Industrial Relations</b>		
Administration	2,146,057	1,874,516
<b>Employment Standards</b>		
Administration	4,883,529	4,059,254
Payments of Compensation respecting Government employees and Merchant Seamen	6,904,121	6,791,425
Grants and Contributions	11,000	15,000
<b>Research and Development</b>		
Administration	2,587,397	2,460,067
Grants and Contributions	501,340	413,058
<b>Total Department</b>	<b>\$23,965,014</b>	<b>\$20,879,689</b>

## Comparative Statement of Expenditures by Departmental Appropriations for 1974-75 and 1973-74

	1974-75	1973-74
Minister of Labour — Salary and Automobile Allowance	\$ 17,000	\$ 17,000
Labour — Program expenditures, the grants listed in the Estimates and the expenses of delegates engaged in activities related to Canada's role in International Labour Affairs	17,043,893	14,071,264
Payment of Compensation respecting Public Service Employees (Chap. 134, R.S. as Amended) and Merchant Seamen (Chap. 45, Statutes of 1964-65)	6,904,121	6,791,425
<b>Total Department</b>	<b>\$23,965,014</b>	<b>\$20,879,689</b>

**Comparative Statement of Expenditures 1974-75 and 1973-74  
By Object of Expenditure**

	1974-75	1973-74
Personnel	\$10,582,670	\$ 8,849,373
Statutory Payments Re: Compensation	6,904,121	6,791,425
Information	734,218	806,797
Professional and Special Services	2,453,651	1,537,097
Boards, Commissions and Conferences	426,089	328,869
All Other	2,864,265	2,566,128
<b>Total</b>	<b>\$23,965,014</b>	<b>\$20,879,689</b>

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**Comparative Statement of Expenditures 1974-75 and 1973-74  
by Activity**

**General Administration Activity**

Branch	1974-75	1973-74
Minister's Office	\$ 461,813	417,388
Deputy Minister's Office	315,791	258,066
Personnel Administration	563,249	419,913
Financial & Management Services	2,591,745	1,608,955
Library	199,822	171,756
International Labour Affairs	443,845	398,006
<b>Total</b>	<b>\$4,576,265</b>	<b>\$3,274,084</b>

**Public Relations Activity**

<b>Total</b>	<b>\$1,223,305</b>	<b>\$1,186,285</b>
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(Cont'd.)

#### Industrial Relations Activity

##### Branch

Administration, A.D.M.'s Office	\$ 68,858	\$ 44,539
Conciliation and Arbitration	1,071,261	963,256
Union-Management Services	789,290	704,961
Employee Representation	—	—
Fair Employment Practices	216,648	161,760
<b>Total</b>	<b>\$2,146,057</b>	<b>\$1,874,516</b>

#### Employment Standards Activity

##### Branch

Administration, A.D.M.'s Office	\$ 72,157	\$ 62,163
Labour Standards	1,798,693	1,503,226
Accident Prevention and Compensation	2,755,643	2,322,514
Women's Bureau	257,036	171,351
<b>Total</b>	<b>\$4,883,529</b>	<b>\$4,059,254</b>

#### Research and Development Activity

##### Branch

Administration, Director General's Office	\$ 205,781	\$ 245,337
Economics and Research	2,176,689	2,030,711
Legislative Research	204,927	184,019
<b>Total</b>	<b>\$2,587,397</b>	<b>\$2,460,067</b>



# Industrial Relations Program

The Industrial Relations Program of the Department is concerned with:

1. the provision of conciliation and arbitration services under Part V (Industrial Relations) of the Canada Labour Code,
  2. the development under Part I (Fair Employment Practices) of the Code of a program aimed at the elimination of socially unacceptable discrimination in employment and at the creation of increased employment opportunities for members of disadvantaged minority groups, and
  3. the promotion of a continuous and constructive relationship in the collective bargaining process.
- The program is divided into three units: the Conciliation and Arbitration Branch, the Fair Employment Practices Branch, and the Union-Management Services Branch.

## • Conciliation and Arbitration

### Conciliation Services

The number of union-management disputes referred to the Branch's conciliation officers in 1974-75 was a record: 190. The previous high was 180 in 1972-73. But the percentage of settlements achieved without work stoppage rose slightly, from 85 to 86 per cent, and the number of legal strikes dropped, from 22 to 17.

The disputes making the most demands on the Department's conciliation services during the 1974-75 fiscal year were those affecting airline, communications, grain elevator, longshoring, mint, railway, shipping and trucking operations.

### Airline Operations

Five airlines and three unions were parties to disputes during 1974-75 in Canada's air transportation industry. One strike occurred; it was unsettled at the end of the year, and a mediator had been appointed.

The Canadian Air Line Flight Attendants' Association was involved in two of the disputes, one with CP Air and one with Wardair Canada Limited. In the first, affecting some 500 flight attendants, agreement was reached in post-conciliation bargaining after the union membership rejected the settlement achieved by the conciliation officer; in the second, affecting 220 attendants, settlement was brought about by the conciliation commissioner, Hugh G. Ladner of Vancouver, appointed after agreement could not be reached by the conciliation officer. The settlement with CP Air was ratified on June 7; that with Wardair was reached on June 19.

The International Association of Machinists and Aerospace Workers also was a party to disputes with two companies, to two separate disputes with one of them. The union represented two bargaining units at Transair Limited, one comprising some 175 maintenance employees and the other about 140 traffic and reservation employees. When a conciliation officer was unable to effect a settlement of both disputes, the Minister decided not to provide any further conciliation assistance. Notification on February 7 of this decision gave the maintenance employees the right to strike on February 15, the traffic personnel on March 1. Both bargaining units began strike action



simultaneously on March 7, and the strike was continuing at the end of the year. A mediator was appointed on March 26.

The Machinists were party to a dispute with Nordair Limited also: its Lodge 2309 represented some 340 employees in the maintenance, traffic, operations and stores divisions of the company. The existing collective agreement expired May 31, 1974, a conciliation officer could not effect a settlement, and the Minister appointed Pierre Dufresne of Montreal as conciliation commissioner. He arranged a settlement but it was rejected by the union membership. After further unsuccessful meetings, the commissioner's report was released to the parties on August 22. The parties then continued negotiation meetings and a settlement was reached.

The other union and company involved in an airline industry dispute was the Canadian Air Line Pilots' Association and Air Canada. The dispute involved some 1,500 pilots. Agreement was reached November 1, 1974 in negotiations that followed conciliation commissioner proceedings.

### Communications Operations

A dispute between the British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia, affecting some 10,000 clerical, plant and traffic employees, went through the conciliation officer and conciliation commissioner stages during the period December 1974 to February 1975. At the end of the fiscal year, the parties were attempting to arrive at a settlement based on the recommendations contained in the report of the conciliation commissioner.

### Grain Elevator Operations

At the close of the previous fiscal year, a dispute affecting five west coast grain elevator companies and the Grain Workers Union, Local 333, representing some 500 grain elevator employees, was being handled by a conciliation commissioner, Dr. Neil Perry of the University of Victoria, who was appointed by the Minister on February 15, 1974 when no settlement was possible at the conciliation officer stage. Dr. Perry submitted his report on April 29, 1974, but his recommendations for settlement were not acceptable to the employers and they so informed the Minister on May 13, 1974. The parties had acquired the right to strike or lock out on May 7.

In a further effort to resolve this dispute, the Minister met with the parties in Ottawa on May 21 and May 23. Neither party was willing to modify its position. Therefore, as Parliament had been dissolved for the forthcoming general election and because a work stoppage harmful to the national interest could occur, the Governor in Council issued an order pursuant to Section 181 of the Code suspending the right to strike or lock out until August 8, 1974, seven days after the return of writs following the July 8, 1974 federal election. On August 26, 1974 the union began legal strike action in protest over the companies' laying-off of approximately 50 per cent of their workforce. A number of meetings between the parties and senior labour department officials found no solution acceptable to the parties, of the three outstanding issues: wages, pension contributions, cost-of-living allowances.

In a final effort, after Parliament reconvened on September 30, 1974, as the strike was adversely affecting Canada's west coast grain exports, the Minister submitted to the parties his proposals for equitable settlement. Once again, the employers rejected the recommended terms of settlement. With no settlement forthcoming, on October 7 the Minister introduced Bill C-12 providing for the

resumption of grain handling operations on the west coast of Canada. On October 10, the Bill received Royal Assent.

### Longshoring Operations

A critical longshoring dispute involved the Maritime Employers' Association and the International Longshoremen's Association, Locals 375, 1739 and 1846, representing some 2,400 longshoremen at the ports of Montreal, Québec City and Trois-Rivières. In view of the importance of this dispute and in light of the significant unsettled issues, the Minister decided to appoint a conciliation commissioner directly. On December 24, 1974, Judge Alan B. Gold of Montreal was appointed to hear the issues in dispute and was authorized to have an independent study conducted on the existing job security plan. By March 14, 1975, his report, incorporating the findings of the job security study, was released to the parties. The employers agreed to accept the commissioner's report as a basis for settlement but the union membership of all three locals rejected it. In a further effort to resolve the dispute, on March 29, 1975 the Minister appointed a mediator. A legal strike began on March 31 as the fiscal year ended.

During the year, the Department's conciliation services were used also in two major disputes affecting Canada's west coast longshoring operations, one involving the British Columbia Maritime Employers' Association and the International Longshoremen's and Warehousemen's Union (Canadian Area), representing some 3,300 longshoremen at 11 British Columbia ports; and the other involving 13 shipping companies and the International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen, Local 514, representing 439 longshore foremen. In the first, the parties were attempting to revise the collective agreement that had expired on December 31, 1974; in the second, to negotiate their first collective agreements.

Conciliation officer assistance was given to the foremen's dispute, but a settlement was unlikely pending the outcome of the larger dispute affecting the 3,300 longshoremen. In the circumstances, the Minister decided not to provide the foremen's dispute with any further conciliation assistance and the parties consequently acquired the right to take strike and lockout action on December 31, 1974. The Minister decided to take no action in the main dispute and these parties acquired the right to strike or lock out on January 8, 1975. During January and February, the BCMEA/ILA direct negotiations continued in an attempt to resolve the major issues: wages, term of agreement, and containerization.

While negotiations continued, the 3,300 longshoremen began legal strike action on March 2. This prompted the Minister to appoint a mediator but the union membership would not accept the settlement proposed in mediation. In view of this rejection by the longshoremen, the foremen joined the picket lines on March 23. The 11 ports were completely shut down.

In view of this critical situation, the Minister introduced legislation to terminate the strike. On March 24, 1975, the "West Coast Ports Operations Act, 1975" (Bill C-56) provided for an immediate resumption of operations and that the issues in dispute be settled by an arbitrator.

### Mint Operations

On November 12, 1974 the Minister appointed a conciliation officer to deal with a dispute between the Royal Canadian Mint and the Public Service Alliance of Canada affecting some 700 production and clerical employees located at Ottawa, Hull and Winnipeg. The collective agreement was to

expire on December 31, 1974. The conciliation officer was unable to arrange a settlement and, on a joint request from the parties, the Minister appointed a mediator on January 3, 1975.

On January 9, the second day of mediation, the union began legal strike action. But mediation sessions continued during January and February, and a settlement was reached on March 2. The strike ended and work resumed the next day.

### Railway Operations

During the year, Algoma Central Railway was involved in two disputes, one with the United Transportation Union (T) and the other with three shopcraft unions. Some 90 trainmen and some 220 shopcraft employees were affected.

In both disputes, the Minister provided the parties with conciliation officer and conciliation commissioner assistance but no settlements could be reached. After release of the commissioner's reports, the 90 trainmen began legal strike action on March 8, 1975 and the 220 shopcraft employees joined them on March 29. At the end of the fiscal year, both bargaining units were still on strike.

### Shipping Operations

The Minister provided conciliation assistance in two disputes in Great Lakes shipping: one between the Canadian Lake Carriers Association, representing approximately 14 shipping companies, and the Canadian Marine Officers' Union, representing some 750 marine engineers, and the other affecting the Canadian Merchant Service Guild, representing 427 licensed personnel. Both collective agreements expired on May 31, 1974.

Both disputes went through the conciliation officer and conciliation commissioner stages without success. With the simultaneous release of the two reports of the conciliation commissioners, the parties acquired the right to take strike or lockout action on August 8, 1974. Earlier, on August 2, the Minister had appointed two mediators. On August 8, the two unions began legal strike action.

Both strikes continued through August and into September. On September 14, the mediators were successful in arranging a settlement of the dispute affecting the CMSG and the Association. On September 28, the two mediators, assisted by the Minister and his Assistant Deputy Minister, brought about a settlement of the dispute affecting the Association and the Marine Officers. By October 4, shipping on the Great Lakes was back to normal.

### Trucking Operations

During July, the Motor Transport Industrial Relations Bureau of Ontario Inc., representing 37 federal and provincial member companies, and five locals of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, representing some 8,500 drivers and 600 mechanics, began direct negotiations in an attempt to renew their two master collective agreements, due to expire on September 30, 1974. The negotiations broke down and, on August 12, the Minister appointed a conciliation officer to deal with this dispute. He was unable to arrange a settlement. This dispute received no further formal conciliation assistance under the Code, but the



conciliation officer continued to assist the parties on an informal basis and a settlement was reached. The settlement, ratified by the union membership on September 29, provided the parties with a three-year collective agreement expiring on September 30, 1977.

On November 27, 1974, the Minister appointed a conciliation officer to deal with a dispute between three Ontario trucking companies, Bulk Carriers Limited, Lou's Transport Limited and Tank Truck Transport Limited, and Teamsters Locals 91, 106, 141, 880, 938 and 990, representing some 500 drivers and some 100 mechanics covered by three collective agreements that had expired on October 31, 1974. The conciliation officer met with the parties without success. After receipt of the officer's final report, the Minister notified the parties of his decision not to provide any further conciliation assistance but to appoint a mediator. The parties acquired the right to take strike and lockout action on January 4, 1975. No work stoppage occurred, however, and on January 9, 1975, the mediator was able to arrange a settlement that was subsequently ratified by the union membership.

The third major dispute in the trucking industry was between three Québec trucking firms (D.C.B. Industries Ltd., Champlain Sept-Iles Express Inc. and Brazeau Transport Inc.) and Transport Drivers, Warehousemen and General Workers, Local 106, representing 765 drivers and mechanics covered by a master collective agreement due to expire on December 31, 1974. After receipt on November 14, 1974, of a notice of dispute from the union, the Minister appointed a conciliation officer, who was unable to arrange a settlement. After receipt of the officer's final report, the Minister notified the parties that he would not provide them with further conciliation assistance. The parties resumed direct negotiations and continued to meet while a legal strike began on January 6, 1975. The parties finally reached a satisfactory settlement and the trucking operations of the three firms returned to normal on February 17, 1975.

### Conciliation Proceedings

During the year ended March 31, 1975, conciliation officers effected settlements in 98 of the 190 collective bargaining disputes referred to them; 27 of the 190 disputes had been carried over from the previous year. Of the 92 disputes not settled, 1 was referred to a conciliation board and 41 to conciliation commissioners; 7 disputes in which no further conciliation action was taken in accordance with the Canada Labour Code (Part V — Industrial Relations) resulted in legal strikes; 1 dispute lapsed and 42 were in the hands of conciliation officers at the close of the year. The conciliation board established to deal with one dispute during the year was still holding hearings at the end of the year.

Conciliation commissioners were appointed to deal with 41 disputes during the year. In addition, eight disputes referred to conciliation commissioners in the previous year were carried over. In 27 of the 49 disputes, settlements were obtained directly by commissioners, on the basis of their reports, or in post-conciliation commissioner mediation; 10 disputes were not settled and legal strikes occurred; and 1 dispute lapsed. There were 11 disputes in the hands of conciliation commissioners at the close of the year.

### Other Proceedings

#### Applications for consent to prosecute

During the year, the Minister received one application for consent to prosecute under Section 194 of the Canada Labour Code (Part V — Industrial Relations). Since the inception of the legislation on

March 1, 1973, there have been two applications for consent to prosecute; one was granted and one withdrawn.

### **Applications to refer certain complaints to the CLRB**

Section 187 (5) of the Canada Labour Code (Part V — Industrial Relations) provides that no complaint shall be made to the Canada Labour Relations Board under Section 187 (1) in respect of an alleged failure to comply with Sections 148, 184 (3) (g), 185 (a) or 185 (b), except with the consent in writing of the Minister. During the year, the Minister received 14 applications for such consent. Of the 14, consent was granted in 6 cases, 1 was refused, 2 were withdrawn, and 5 lapsed.

### **Arbitration**

Collective agreements governed by the Canada Labour Code (Part V — Industrial Relations) are required, pursuant to Section 155, to contain a provision for final settlement, without work stoppage, by arbitration or otherwise, of all differences concerning their interpretation, application, administration or alleged violation. Where parties to collective agreements are unable to agree on the choice of an arbitrator or where arbitration board nominees are unable to agree on the choice of a chairman, collective agreements usually provide that the Minister of Labour can make the appointment upon request by the parties or board nominees, as the case may be. This action by the Minister is not a statutory requirement but is a service rendered by him in order to ensure that the full intent of Section 155 of the Code is complied with.

During the year, the Minister received 30 applications from parties to collective agreements and/or arbitration board nominees requesting that he appoint single arbitrators and arbitration board chairmen. Appointments were made in 20 cases. Of the remainder, the applications were either withdrawn, lapsed or other arrangements were made by the parties.

### **Industry Specialist Program**

Industry Specialists use the techniques of preventive mediation or early mediation, act as conciliation officers in specific disputes and as mediators in post-conciliation negotiations. To deal with various technical aspects of labour-management problems, the Industry Specialists receive support from other branches of the Department, such as Economics and Research, Union-Management Services, Accident Prevention and Compensation and Labour Standards.

Preventive mediation is applied, for example, during the closed period of the collective agreement and the Industry Specialist is able to assist the parties in resolving certain issues and problems, resulting in fewer issues to be dealt with and less contentious bargaining in the next agreement negotiations. Early mediation has been used with success in contract renewal disputes; the record has shown satisfactory results in that settlements have been reached before the expiry dates of the contracts. In other instances, the Industry Specialists have been appointed as conciliation officers under the Canada Labour Code (Part V — Industrial Relations) and have been able to bring about settlements without having to refer the disputes to conciliation commissioners or boards. Industry Specialists have also provided successful mediation services to the parties after conciliation boards and commissioners have reported and in other cases their mediation has brought about settlements in strike situations.

Since the inception of the program to March 31, 1975, Industry Specialists have been assigned 205

cases in the various categories described above. They have achieved successful results in 81 per cent of the cases dealt with to finality.

## • Fair Employment Practices

### Complaint Investigation Division

Pursuant to Part I (Fair Employment Practices) of the Canada Labour Code, the Fair Employment Practices Branch investigates written allegations of discrimination in employment on grounds of race, national origin, colour and religion. During 1974-75, the Branch dealt with 298 allegations of unfair treatment on various grounds, an increase from the 188 dealt with the year before. Of the 298 allegations, 50 warranted the appointment of a Fair Employment Officer to conduct a formal investigation; 42 investigations were completed and the remaining 8 were carried over to the following year. Of the cases completed with the assistance of the officer assigned, 11 were resolved; 31 complaints were dismissed as being without foundation. The remaining 248 allegations were outside the scope of the Code and the Branch was not able to deal with them in a formal way. In some cases, however, it was able to make informal approaches in the interest of improving relations between an employer and an employee or job applicant making the allegation; in other cases, where the matter complained of was under the jurisdiction of a province or a territory, the Branch made the appropriate referral; in many cases it was able to help the complainant by providing information or counsel.

### Minority Leadership Development Program

Through this Program the Branch attempts to increase the knowledge and improve the skills of leadership elements of minority groups to enable them to take advantage of various federal and provincial programs that may lead to improvements in their economic conditions. In collaboration with various federal and provincial departments, the program has had two main thrusts. One has been to prepare minority leaders through workshops at which briefings are provided by experts regarding a variety of programs leading to economic opportunities. The second has been through extensive liaison with the leadership elements at the local level and with a considerable number of employers. The program began in 1973-74 and, on a cumulative basis, by the end of the fiscal year the Branch had participated in activities leading to full-time, part-time and seasonal employment for more than 1,700 persons.

### Equal Career Advancement Opportunity

The Branch's complaint investigation experience indicates that personnel practices built up over a long period of time generally embody many past values, traditions, prejudices and stereotypes that deny equality of opportunity for career advancement, particularly to women and members of visible minority groups.

Therefore, during the year the Branch began planning a new program whose objective is to ensure that all employees under federal jurisdiction enjoy equal access to such opportunities without distinction based on race, sex and other discriminatory factors. The mechanism proposed for pursuing this objective is the development of federal equal opportunity guidelines with respect to personnel administration policies, practices and procedures.



## Inter-group Employment Relations Program

Through this Program the Branch attempts to improve relationships at the workplace, particularly between Canadian-born supervisors and employees who are members of visible minority groups. To begin the program, the Branch conducted a study to attempt to identify characteristics, attitudes and habits, related to employment, of immigrants to Canada that could lead to employment problems, and that often result in discrimination complaints. Through the program the Branch hopes to be in a better position to provide Canadian supervisors with a more sympathetic understanding and ability to cope with the employment behaviours of members of various minority groups. Similarly, it is hoped that insights gained by the Branch through the program will be of benefit in consulting with minority communities on employment problems related to cultural differences, and increase the ability of members of such groups in adapting to the Canadian employment milieu.

## Promotion

During the year the Branch had an active program of promoting among minority groups and the public, a knowledge of rights under Part I of the Canada Labour Code (Fair Employment Practices) and of Branch programs. This was accomplished through an extensive program of visits to Native Indian communities, as well as to grade schools and high schools, and by participating in university and church discussion groups.

## Special Project

During the year the Branch initiated a project entitled "Project Encouragement." The objective was to break down the traditional barrier that has restricted the employment of black people in financial institutions in southwestern Ontario. The black people in the area had traditionally considered that their applications for employment in financial institutions, particularly in the banks, were not welcomed. A short survey confirmed that very few black people were employed in banks in the area. Project methodology involved working with a large bank and leadership elements among the black community in the Windsor area in order to establish contact between the bank and the black community, to gain the active participation of the bank in taking positive steps to meet members of the black community in the area in order to explain jobs and careers in banking and to make it clear that their applications for employment are welcome and will be given every consideration. In collaboration with the leadership elements of the black community in the area, the Branch hoped to encourage members of the community to respond to the bank's willingness to participate in the project by inquiring about jobs and careers and applying for employment with the bank if they desired. Although the project had not developed to its potential by the end of the year, there had been an encouraging ancillary result in that the bank, independently of the project, had indicated its good faith participation by hiring three black employees.

## • Union-Management Services

Industrial relations officers of the Union-Management Services Branch assist labour and management groups in the development of techniques to effect a continuous and constructive relationship in order to improve their ability to resolve mutual problems and reduce the incidence of industrial strife. To do this often requires extensive work with individual organizations involving in-depth analysis, training programs and meetings aimed at designing a program to accommodate

both immediate and future needs. To provide a vehicle for the parties to generate and maintain continuous dialogue, committees are normally established. As of March 31, 1975, the Branch had on the registry 570 committees in federal jurisdiction and 2,113 committees in provincial jurisdiction. They represented a combined total of approximately 856,000 Canadian workers.

In addition to the 3,036 contacts made in federal and provincial jurisdictions, Branch representatives have conducted various training seminars on problem-solving and decision-making processes and procedures. Participants at these seminars were representative of labour and management groups.

In keeping with the policy of promoting good industrial relations, the Branch maintains close liaison with educational institutions and is available to assist in the development of industrial relations courses, to participate in panel discussions and to speak to student groups.

### Area Conferences

Another activity in the Branch's program is the sponsoring of area labour-management conferences. Through these conferences, the principle of constructive relationships is expanded to involve federal, provincial and municipal governments as well as labour and management representatives. Five such conferences were held during fiscal 1974-75.

"Responsibilities of union and management toward each other and the community" was the theme of the first conference, held in Saint John, N.B., on April 8, 1974. The 147 delegates in attendance represented all areas of the province. Union representation accounted for 53 per cent of those attending, management representatives accounted for some 38 per cent, and civic, provincial and federal government representatives made up the remaining 9 per cent. The conference was co-sponsored by the University of New Brunswick in Saint John and the Branch.

The second conference was held in Edmonton, Alberta, on June 20 and 21, 1974. Seventy delegates from management and the various unions and associations representing the Edmonton civic workers attended this two-day seminar to explore the idea of a labour relations program for the City's 10,000 workers. Alberta Deputy Minister of Manpower and Labour Don Gardner gave the opening remarks and the Honourable Burt Hohol, Alberta Minister of Labour, addressed the delegates at the dinner. This seminar was sponsored jointly by the City of Edmonton, the City's unions and employee associations, and the Branch.

The third conference was held in Jordan Station, Ont., on October 3, 1974. The delegates were drawn from the Niagara Peninsula; 182 attended the conference, as follows: 50 per cent management; 32 per cent union, and 18 per cent, others. "Labour-Management Relations: Present Problems and Future Concerns" was the theme of the conference, which was co-sponsored by the Institute of Labour and Labour-Management Studies, Niagara College of Applied Arts and Technology, and the Branch.

The fourth conference was held in Owen Sound, Ont., on November 2, 1974. One hundred and twenty-one delegates from the Owen Sound area attended the conference; 35 per cent represented management; 45 per cent unions; and 20 per cent were from academic institutions, civic, provincial and federal governments. "Collective Bargaining — Is it Working?" was the theme of this conference, co-sponsored by the Georgian College of Applied Arts and Technology, Owen Sound Campus, and the Branch.

The fifth conference was held in Brantford, Ont., on January 23, 1975. One hundred and sixty-nine delegates from the Brantford area attended the conference, with management representing 40 per cent and unions 45 per cent. The remaining 15 per cent included civic, provincial and federal government representatives and students from Niagara College, who acted as secretaries for the workshops. "The Human Factor in Industrial Relations" was the theme of this conference, sponsored by the Branch in co-operation with various civic and community organizations.

#### Publications Program

In line with the Branch's objective of providing information on substantive issues to the parties, "informational packages" have been developed covering such topics as cost of living allowances, compressed work week, job enrichment and flexible working hours. These packages are distributed to the parties on joint request, and may be used to aid their discussion of those topics.

To assist labour and management groups in keeping abreast of current trends and developments in industrial relations, the Branch distributes one-page reference bulletins that summarize pertinent information of topical interest.

Three publications of the Branch directed to prospective client groups interested in the establishment of a labour relations program were revised: *Introducing Union-Management Relations Procedures*, *Exploring Union-Management Relations Procedures* and *Applying Union-Management Relations Procedures*.

Informative articles on labour relations were published in the Branch's periodical, *Teamwork in Industry*. The publication appears ten times a year and has a circulation of 37,000 copies in English and 15,000 in French.



# Employment Standards Program

The Employment Standards Program is concerned with the development and application of standards established under the Canada Labour Code (Part III — Labour Standards and Part IV — Safety of Employees), under the Fair Wages and Hours of Labour Act and related Orders in Council; with the administration of workmen's compensation legislation applying to federal public servants and merchant seamen; and with programs aimed at effecting changes in attitudes and practices relating to the status of women in order to accelerate their occupational and remuneration integration in the labour force. It is divided into three units: the Labour Standards Branch, the Accident Prevention and Compensation Branch and the Women's Bureau.

## • Labour Standards

The Labour Standards Branch is responsible for the administration of Part III (Labour Standards), of the Canada Labour Code, the Fair Wages and Hours of Labour Act, and the Fair Wages Policy Order, P.C. 1954-2029. The organization of the Branch includes a Directorate in Ottawa and nine regional offices, located in St. John's, Halifax, Fredericton, Montreal, Ottawa, Toronto, Winnipeg, Edmonton and Vancouver.

The Labour Standards Branch promotes compliance with the legislation through a program of planned inspections, the investigation of complaints and by acting in a consultative capacity advising those concerned as to the requirements of the Code and the Act. With respect to the Fair Wages and Hours of Labour Act, the Branch also conducts surveys to determine wage rates for federal construction contracts.

### Part III of the Canada Labour Code (Labour Standards)

Part III (Labour Standards), of the Canada Labour Code, legislates minimum standards in the areas of hours of work, minimum wages, equal wages, annual vacations, general holidays, maternity leave, group and individual termination of employment, severance pay and garnishment.

Division I of Part III of the Code provides that, after an inquiry, Regulations may be made by the Governor in Council modifying the provisions of the Code governing standard and maximum hours and overtime, where it is found that the provisions without modification are unduly prejudicial to the interests of the employees concerned or seriously detrimental to the operations of the industrial establishment. There is also provision for exemption of classes of employees after an inquiry. During the 1974-75 year, the Minister approved the establishment of the following Commissions of Inquiry to study the hours of work standards suitable to the respective industries or operations: Highway Transport Industry, R.A. Gallagher, appointed June 18, 1974; Uranium Mining and Milling by Gulf Minerals Canada Limited at Rabbit Lake, Sask., J.S. Gunn, appointed January 7, 1975.

Division II (Minimum Wages) of the Code provides that the Governor in Council may, by Order, increase the minimum hourly wage rate for employees under federal jurisdiction. Pursuant to this provision, the minimum wage rates were revised, effective April 1, 1974, from \$1.90 an hour to \$2.20 an hour for employees 17 years of age and over and from \$1.65 an hour to \$1.95 an hour for employees under 17 years of age.

## Flexible Features of the Code

Certain provisions of Part III of the Canada Labour Code and the Canada Labour Standards Regulations allow employers some flexibility in applying its standards to their operations. Consequently, during the year:

- Eighty-eight permits were issued under section 33(1) of the Code permitting the working of hours in excess of the prescribed weekly maximum hours of work.
- Seventy-eight reports were received under section 33(5) of the Code advising that 28,766 employees had worked a total of 1,081,866 hours in excess of the prescribed weekly maximum hours of work.
- One thousand, nine hundred and thirty reports were received under section 34(2) of the Code advising that 119,245 employees had worked a total of 1,338,507 emergency hours in excess of the prescribed weekly maximum hours of work.
- Eight notifications of substitution of a general holiday, affecting 452 employees, were received under section 51(1)(a) of the Code; twelve approvals to substitute a general holiday, affecting 493 employees, were issued under section 51(1)(b) of the Code.
- No orders were issued under section 68(2) of the Code, exempting employers from the requirement to provide a pay statement at the time of making any payment of wages to employees.
- Sixteen approvals to average hours of work over a longer period than 13 weeks were issued under section 5 of the Regulations, affecting 249 employees.
- Twenty-four notifications of averaging hours of work over a period not exceeding 13 consecutive weeks were received under section 6 of the Regulations, affecting approximately 211 employees.
- One order was issued under section 11 of the Regulations, exempting employees being trained on the job from the application of section 35 (minimum wages) of the Code.
- Seventeen approvals to waive annual vacation affecting 17 employees were issued under section 14 of the Regulations.
- Seven notifications of postponement of annual vacation, affecting seven employees, were received under section 15(a) of the Regulations.
- Fifty-six approvals of a calendar year or other year as a year of employment for vacation purposes were issued under section 16 of the Regulations.
- Under the West Coast Shipping Employees Hours of Work Regulation, no permits were issued under section 4(4) authorizing an accumulation of more than 45 lay-days (defined in the Regulation) during a specified period.
- One authorization was issued under section 37 of the Code permitting the employment of a handicapped person at a lower wage than the minimum wage prescribed under section 35 of the Code.

## Enforcement Program

During the year, 842 reports on complaints were received under the authority of the Code. With regard to these complaints, 1,258 employees recovered \$207,952.41. Investigation found 1,008 violations; there were 250 additional violations. In this same period, 1,155 programmed inspections were carried out. Of these, 210 found violations of the provisions of the Code; wage arrears recoveries of \$222,671.22 resulted.

## Fair Wages and Hours of Labour Act

The Fair Wages and Hours of Labour Act and Fair Wages Policy Order P.C. 1954-2029 establish standards to govern wages, hours of work and other working conditions for workmen employed on work carried out under contracts with the federal Government or with the aid of public funds. Although Fair Wages and Hours of Labour legislation does not apply to contracts for services, schedules were issued for service contracts at the request of a number of government departments and agencies for such work as interior cleaning of public buildings, moving office furniture and supplies, landscaping, removal of snow and garbage and catering to army camps and other establishments.

During 1974-75, the Branch issued 4,654 schedules of labour conditions to contracting authorities. This compares with 4,768 schedules issued during 1973-74 and 4,208 during 1972-73.

## Enforcement Activities under the Fair Wages Legislation

All complaints about failure of contractors to comply with the standards were investigated. In addition, a policy of planned inspections was maintained. During the year, 933 inspections were made of wages and hours of work and other labour conditions being observed by contractors on government contracts. Of the 933 inspections carried out, 817 involved main contractors and 116 subcontractors. The corresponding figures for 1973-74 were 917 inspections, 765 contractors and 152 subcontractors.

The enforcement of the required labour conditions and fair wage schedules during 1974-75 resulted in the collection of \$93,187.26 from 83 contractors for distribution to 1,104 workers owed wages by the contractors. During 1973-74, arrears amounted to \$89,821.35 affecting 1,204 employees of 147 contractors.

## Fair Wage Rates

During the year, 5,627 fair wage rates were established to apply to government contracts and 947 rates of pay were determined to apply to employees of government departments and agencies as a result of 185 requests.

Wage surveys affecting 34 zones were conducted to obtain information about wage rates being paid by construction contractors and non-construction employers in various areas in Canada. During the wage surveys, 868 employers, employing 33,129 hourly paid workers, were contacted. Additional information was extracted from provincial labour legislation, and from collective agreements.



## • Accident Prevention and Compensation

The Accident Prevention & Compensation Branch during 1974-75 responded to the increase in the variety of job-related health and safety hazards and in the number of persons employed in federal industries, Crown corporations and government departments. This was demonstrated in part by the observed improvements in many company and departmental accident prevention programs and by greater employer response. Of further interest was a small decrease from 1973-74 in the number of compensation claims submitted for disabling and fatal injuries despite a slight increase in the number of employees covered by the Government Employees Compensation Act. This had the effect of reducing the injury incidence rate by approximately 5 per cent.

Operational emphasis was placed on field visits involving discussions with management concerning programs and technical consultation. Inspections conducted during the year by provincial agencies under new and extended Agreements for Safety Inspection Services provided valuable information to regional offices for development programs of safety management, and a service for the identification and correction of many employment safety and health hazards.

### Accident Prevention Division

Continuing progress was made during the year in the development and improvement of company accident prevention programs. In many cases, safety program development work was needed to correct deficiencies that had been identified in safety audits carried out in previous years. Because of resources needed to follow up previous audits, fewer new audits were carried out.

Even though formal acknowledgement of action in response to safety audits may not have been received, it was frequently found on subsequent follow-up visits that the companies audited had corrected the deficiencies identified and in many cases had set up completely new safety programs.

During the year a new type of report was introduced to record the status of the accident prevention activities in an organization. The report contains a concise statement of the company operations, an assessment of their accident prevention program strengths and weaknesses, and of the actions needed to correct the deficiencies. These reports serve as a basis for the development of safety program plans that are presented to the employer concerned for implementation, with the assistance of safety consultants as necessary. The status reports also provide information needed to schedule activities so as to obtain the optimum use of resources.

Agreements for safety inspection services were negotiated where necessary to extend their periods of currency or to accommodate increased operating costs.

Compliance Inspection Service Agreements were concluded with the Northwest Territories and with all of the Atlantic provinces except New Brunswick, where negotiations were well advanced. Negotiations for similar agreements for assistance in the administration and enforcement of the Motor Vehicle Hours of Service Regulations were continued in the western provinces. Amendments were made to the Regulations to provide greater clarity and precision and facilitate participation by the RCMP in enforcement. Some 150 provincial and territorial employees have now been appointed as Motor Transport Inspectors under the Hours of Service Regulations.

The number of field visits by division staff increased by 15 per cent over the previous year to a new high of 5,630. Two thirds of these visits were to employers subject to Part IV (Safety of Employees) of the Canada Labour Code and the balance were to establishments of federal government departments. A breakdown of time spent on various activities is given in Appendix A.

Technical and general safety inspections totalling 16,597 conducted by provincial and territorial authorities under the agreements continued at the same rate as in the previous year: 57 per cent of all inspections were in Public Service establishments (Appendix B).

### Divisional Programs

The division continued to place a major emphasis on accident investigation as an essential accident prevention activity; the value of thorough investigation was repeatedly demonstrated throughout the year. Examples of deficiencies identified range from unsafe work procedures in the cleaning of bulk highway tankers to inadequate design of the supporting structures for hoisting equipment.

The extensive program to improve dust control in the grain industry is still in progress; dust surveys were carried out in terminal and country elevators. The program of chest X-rays and lung function tests on long-term grain industry employees has not yet given any conclusive results in the identification of health effects of grain dust, and further research into the effects and diagnostic procedures are needed. As there are nearly five thousand country elevators in use, the program will be a continuing one.

The standards development work of the division has continued to demand a major share of the resources of the Technical Services Division. Participation in Canadian Standards Association standards committee work has been considerably less than it should be because of other program needs. Many of these standards invoked by Regulations under the Code require active participation. For example, the Section Head initiated and chaired a new committee to develop a standard for man-lifts used extensively and almost exclusively in grain elevators.

The problems investigated by the Hazard Evaluation Section during the year confirmed the findings in other jurisdictions that many health hazards are not identified as being work-related and are therefore not recorded in first-aid records or compensation reports. The most prevalent hazard is noise in the workplace but chemical contaminants with acute and long-term health effects are increasing in variety and use.

Standards for the control of dust concentration in coal mines were developed and are being applied in the Cape Breton Collieries. Acceptable dust concentrations and sampling procedures are specified and compliance is being monitored by the Sydney laboratory of the division.

*Safety Perspective Sécurité* continues to be well received in both the private and public sectors; its print run is 45,000 copies per quarterly issue. The *Bibliography: Occupational Safety and Health*, a bibliography of resource information and holdings of the Division's technical library, was revised and reissued. It contains references to and résumés of some 640 published works. It is now to be found on the shelves of most reference libraries in Canada and requests have been received for copies from libraries and technical organizations abroad.

Photography and scripting were completed on filmstrips dealing with safety in the use of explosives and with passenger safety around light aircraft.

A syllabus of a safety management course suitable for senior officials was prepared for use by regional officers of the Division.

The production of work injury statistics for employers under federal jurisdiction is now possible. These are based on the annual employers' reports. A summary of injury experience, by industry groupings, is given in Appendix C.

## **Accident Compensation Division**

The Accident Compensation Division administered the Government Employees Compensation Act under which some 320,000 employees — an increase of approximately 7 per cent from 1973-74 — in the 113 federal departments and agencies covered are provided employment injury benefits. The number of injuries accepted as work injuries during the year totalled 27,228. Fifty-nine per cent of the claims were for compensation or "lost time" accidents. This represents a drop of approximately 5 per cent for the year from 1973-74 in the injury frequency rate. Almost 41 per cent of all claims were for medical aid only and less than 1 per cent — a total of 17 — were fatal claims. In addition, there were 282 reports for injuries that required only first-aid treatment; 383 claims were not accepted because the reported injury did not result from a work-related accident.

Pensions are being paid monthly to approximately 2,350 employees, former employees or their dependants for injuries arising out of and in the course of their employment (see Table 2 for gross compensation and administration expenses).

Most employees injured in accidents involving a third party elected to claim compensation under the Government Employees Compensation Act. There was a total of 1,114 new claims of that kind received — a decrease of 120 from the previous year. Together with the 1,185 claims still active at the start of the year, claims under active consideration totalled 2,299. Of this total, 1,013 were disposed of, either by settlement or determination that a case against the third party could not be substantiated, and 104 were referred to the Department of Justice for further action. Cases pending at April 1, 1975 were 1,286, an increase of 102 over those on hand at April 1, 1974.

The total revenue from third-party claims was \$206,236.93. Of that total, \$68,621.28 was paid to 54 claimants. The balance was retained to cover costs of the claims.

Relations with the Department of Justice and all other Government departments and agencies continue to be satisfactory. Very good co-operation continues to be received from the provincial workmen's compensation boards in third-party claims as well as in all other matters pertaining to the adjudication of claims.

Most of the Crown agencies whose employees are covered under the Act reimburse the Consolidated Revenue Fund for the cost of compensation payments made to their employees and for the portion of administration expenses related to the adjudication of their claims.

The Division, with the approval of Treasury Board, provides workmen's compensation coverage for persons employed on special government-sponsored programs when no coverage is available from a provincial workmen's compensation board. This coverage has been provided for the Opportunities for Youth Program, the Local Initiatives Program, the Local Employment Assistance Program, Outreach, and the Federal Labour Intensive Program. Approximately 250 claims were received for persons employed on these projects during the year. The cost of these claims is recovered from the departments sponsoring the programs.

See Table 1 for distribution of the year's claims, by province and type of claim.

## **Merchant Seamen Compensation**

The Merchant Seamen Compensation Act is administered by the Merchant Seamen Compensation Board, which is composed of three senior Public Service employees appointed by the Governor in Council. The Chief of the Accident Compensation Division is the Secretary to the Board.



The Act provides compensation coverage for seamen employed on ships registered in Canada or chartered by demise to a person resident in Canada or having his principal place of business in Canada while such ships are engaged on a foreign or home trade voyage as these voyages are described in the Canada Shipping Act. It does not apply when the injured seaman is entitled to benefits provided by the Government Employees Compensation Act or under provincial workmen's compensation legislation.

The employer is responsible for the costs of compensation, as awarded by the Board, and is required to carry insurance to cover his risks arising under the Act.

Effective July 1, 1974, increases were provided in the amounts payable to dependants of deceased seamen, in the monthly allowance for free meals and lodging provided to seamen and in the maximum earnings on which compensation is payable.

For a statistical summary of claims received during the last five years, see Table 4.

## Appendix A

### Summary of Resource Distribution, Accident Prevention Division, April 1, 1974 — March 31, 1975

	No. of Visits	Percentage of Total Time
Field Operations		
Safety Audits	239	2
Program Management	981	10
Technical Surveys	515	4
Accident Investigation	1,015	7
Complaints	179	1
Consultation	264	3
General Safety Inspection and Routine Visits	2,437	8
	5,630	35
Office Operations		
Federal Provincial Agreements		3
Regulations		15
Education and Training		8
Statistics		10
Technical Projects		3
		39
General Administration		26
Total AP Division		100

## Appendix B

### Agreements for Safety Inspection Services, Number of Units of Inspection, 1974-75

	Type of Inspection					
	Technical Boilers, PV'S, Elec. & Gas)		General		Total	
	No.	%	No.	%	No.	%
Public Service	8,286	71	1,254	25	9,540	57
Federal Enterprise	3,324	29	3,733	75	7,057	43
<b>Total</b>	<b>11,610</b>	<b>100</b>	<b>4,987</b>	<b>100</b>	<b>16,597</b>	<b>100</b>

### Approximate Cost to Labour Canada

	Type of Inspection					
	Technical		General Safety		Total	
	Amount	%	Amount	%	Amount	%
Public Service	355,750 <sup>1</sup>	85	74,250	25	430,000	60
Federal Enterprise <sup>2</sup>	62,750 <sup>1</sup>	15	221,600	75	284,350	40
<b>Total<sup>3</sup></b>	<b>418,500</b>	<b>100</b>	<b>295,850</b>	<b>100</b>	<b>714,350</b>	<b>100</b>

<sup>1</sup> Estimated from representative monthly statements, B.C., Alta., Sask., Ont.

<sup>2</sup> Agency charge for inspections less credits received from employers.

<sup>3</sup> Incomplete for 1974-75. Quebec costs to Dec. 31/74.



## Appendix C

### Work Injuries, Industries under Federal Jurisdiction, by industry, 1974

Industry	Number of Injuries			Disabling Injury Frequency Rate	Injuries Per 100 Employees
	Disabling Injuries	Fatalities	Total		
Air Transport	1,340	0	5,261	18.62	14.26
Banking	187	0	759	0.80	0.64
Bridges and Tunnels	11	0	39	20.00	13.81
Broadcasting	296	0	1,182	6.15	4.79
Communications	617	1	3,417	4.78	5.15
Crown Corporations	189	1	558	36.50	20.90
Feed, Flour and Seed	1,016	3	3,207	31.92	19.59
Grain Elevators	838	3	3,689	27.74	23.73
Longshoring	502	2	2,705	43.24	45.25
Mining	1,923	1	4,422	165.29	74.08
Pipelines	60	0	285	8.78	8.13
Postal Contractors	9	0	41	10.94	9.72
Railways	2,511	3	22,324	17.39	30.12
Road Transport	7,105	10	15,173	55.54	23.10
Water Transport	337	1	1,112	25.40	16.30
<b>Total</b>	<b>16,941</b>	<b>25</b>	<b>64,174</b>	<b>19.57</b>	<b>14.43</b>

Table 1

**Government Employees Compensation Act: Accident Claims Reported,  
by Province and Type of Claim, 1974-75**

Province	Minor Injuries		Disabling Injuries				Fatal	Disallow- ance <sup>(1)</sup>	Total
	First <sup>(1)</sup> Aid	Medical Aid	Compen- sation	Injury <sup>(2)</sup> Leave	Permanent Disability				
Newfoundland	4	157	26	140	—	1	7	335	
Prince Edward Island	1	63	13	59	—	—	—	136	
Nova Scotia <sup>(3)</sup>	15	1,493	1,807	979	43	4	128	4,469	
New Brunswick	43	422	31	335	3	—	14	848	
Québec	23	1,884	493	3,347	22	2	29	5,800	
Ontario	105	3,762	593	4,315	3	5	114	8,897	
Manitoba	8	521	151	516	2	2	18	1,218	
Saskatchewan	5	412	135	358	1	2	11	924	
Alberta	24	745	182	919	5	1	28	1,904	
British Columbia	45	1,463	231	1,152	1	—	34	2,926	
Yukon	3	64	19	14	—	—	—	100	
& N.W.T.	6	216	61	31	—	—	—	314	
Outside Canada	—	7	6	9	—	—	—	22	
TOTAL	282	11,209	3,748	12,174	80	17	383	27,893 <sup>(4)</sup>	

(1) Included in Total Claims Reported.

(2) Cases in which salary is continued in lieu of compensation.

(3) Includes 2,249 claims from the Cape Breton Development Corporation.

(4) Does not include 250 claims arising out of special projects.

Table 2

**Government Employees Compensation Act:  
Compensation Disbursements and the Federal Government's Share of  
Administration Expenses, by Province**

Province	Compensation Disbursements 1974-75	Share of Administration Costs Charged for Year 1974	Total <sup>1</sup>
Newfoundland	103,744.87	10,374.49	114,119.36
Prince Edward Island	42,655.12	4,800.00	47,455.12
Nova Scotia	435,594.70	43,559.47	479,154.17
Nova Scotia (Cape Breton Development Corporation)	2,608,578.01	260,857.81	2,869,435.82
Nova Scotia (CBD - Old Silicosis)	316,843.32	—	316,843.32
New Brunswick	140,769.87	28,749.26	169,519.13
Québec	2,023,896.02	298,916.00	2,322,812.02
Ontario	2,217,696.54	275,017.92	2,492,714.46
Manitoba	218,476.69	48,781.46	267,258.15
Saskatchewan	546,891.78	103,327.64	650,219.42
Alberta	1,020,679.27	86,300.00	1,106,979.27
British Columbia	821,281.48	162,355.97	983,637.45
Payments respecting locally engaged employees outside Canada	6,135.73	—	6,135.73
<b>TOTAL</b>	<b>10,503,243.40</b>	<b>1,323,040.02</b>	<b>11,826,283.42</b>

<sup>1</sup> Includes disbursements for claims arising out of special work-creating programs, which amounted to \$42,000.00



Table 3

**Injury Statistics<sup>1</sup>****A. Public Service Departments**

Department	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Agriculture .....	290	13.57	671	6.12
Auditor General's Office .....	0	0	0	0
Canada Labour Relations Board .....	0	0	0	0
Canadian Government Printing Bureau .....	12	3.63	21	1.24
Canadian Grain Commission .....	74	31.62	138	11.50
Canadian Int'l Development Agency .....	1	0.56	1	0.11
Canadian Penitentiary Service .....	492	31.63	840	10.53
Canadian Radio-Television Commission .....	0	0	1	0.24
Canadian Transport Commission .....	3	2.27	6	0.88
Chief Electoral Officer .....	9	4.00	16	1.39
Commissioner of Languages .....	0	0	0	0
Communications .....	13	3.45	25	1.29
Consumer and Corporate Affairs .....	17	3.33	35	1.34
Energy, Mines and Resources .....	47	6.43	148	3.95
Energy Supplies Allocation Board .....	0	0	0	0
Environment .....	181	7.58	498	4.07
External Affairs .....	10	1.02	25	0.50
Finance .....	3	2.29	5	0.74
Government House .....	0	0	1	1.28
House of Commons .....	40	8.68	78	3.30
Immigration Appeal Board .....	0	0	0	0
Indian Affairs and Northern Development .....	416	17.25	848	6.86
Industry, Trade and Commerce .....	5	0.95	20	0.74
Information Canada .....	12	9.80	27	4.30
Insurance .....	0	0	0	0
International Joint Commission .....	1	34.19	1	6.67
Justice .....	4	1.90	5	0.46
Labour .....	7	4.61	13	1.67
Law Reform Commission .....	0	0	0	0
Library of Parliament .....	0	0	0	0
Manpower and Immigration .....	58	2.27	135	1.03
National Capital Commission .....	69	36.03	130	13.24
National Defence .....	2,739	36.52	4,926	12.81
National Energy Board .....	1	1.58	4	1.23
National Health and Welfare .....	123	6.60	239	2.50
National Library .....	7	7.96	11	2.44
National Museums of Canada .....	11	6.89	27	3.30
National Revenue:				
—Taxation .....	96	3.43	211	1.47
—Customs and Excise .....	110	5.76	238	2.43
Post Office .....	6,774	61.63	10,343	18.35
Privy Council Office .....	2	2.15	2	0.42
Public Archives .....	13	10.42	24	3.75
Public Service Commission .....	14	2.11	19	0.56
Public Works .....	260	15.34	529	6.09
Regional Economic Expansion .....	48	12.64	102	5.24
Representation Commissioner .....	0	0	0	0
Royal Canadian Mounted Police .....	54	10.45	101	3.81
Science and Technology .....	0	0	0	0
Secretary of State .....	3	0.65	11	0.47
Senate .....	1	2.05	2	0.80
Solicitor General .....	0	0	0	0
Statistics Canada .....	61	5.94	120	2.28
Supply and Services .....	128	7.88	217	2.61
Tariff Board .....	0	0	0	0

(Cont'd.)

Tax Review Board .....	0	0	0	0
Transport:				
—Administration .....	8	3.58	19	1.66
—Marine Services .....	308	24.21	780	11.95
—Air Services .....	322	12.64	690	5.28
Treasury Board .....	0	0	3	0.42
Unemployment Insurance Commission .....	55	2.57	137	1.25
Urban Affairs and Housing .....	3	5.20	3	1.01
Veterans Affairs .....	359	20.56	446	4.98
<b>Total .....</b>	<b>13,264</b>	<b>23.25</b>	<b>22,892</b>	<b>7.82</b>

#### B. Government Agencies Not Subject to Treasury Board Occupational Safety Policy

Agency	No. of Disabling Injuries	Disabling Injury Frequency Rate <sup>2</sup>	Total Injuries	Injuries Per 100 Employees <sup>3</sup>
Atlantic Pilotage Authority .....	5	21.37	6	5.00
Atomic Energy Control Board .....	0	0	0	0
Atomic Energy of Canada .....	85	10.57	179	4.34
Bilingual Districts Advisory Board .....	0	0	0	0
Canada Deposit Insurance Corporation .....	0	0	0	0
Canadian Arsenals Limited .....	17	18.28	45	9.43
Canadian Broadcasting Corporation .....	189	8.77	368	3.33
Canadian Council of Resource Ministers .....	0	0	0	0
Canadian Film Development Corporation .....	0	0	0	0
Canadian Overseas Telecommunications Corp. ....	13	7.16	23	2.47
Canadian Saltfish Corporation .....	0	0	0	0
Central Mortgage and Housing Corp. ....	48	7.89	104	3.33
Commission of Inquiry (DEVCO) .....	0	0	2	0
Company of Young Canadians .....	0	0	0	0
Crown Assets Disposal Corporation .....	2	5.23	3	1.53
Defence Construction (1951) Limited .....	0	0	1	0.41
Defence Research Board .....	16	4.09	25	1.25
Economic Council of Canada .....	0	0	0	0
Eldorado Aviation Limited .....	1	9.86	9	17.31
Eldorado Nuclear Limited .....	60	39.05	154	19.54
Farm Credit Corporation .....	1	0.76	3	0.44
Fresh Water Fish Marketing Corporation .....	90	281.43	126	76.83
Great Lakes Pilotage Authority .....	0	0	1	0.90
Indian Claims Commission .....	0	0	0	0
Inter. Development Research Centre .....	0	0	0	0
Inter. Northwest Atlantic Fisheries Comm. ....	0	0	0	0
International Pacific Halibut Fisheries Commission .....	0	0	0	0
International Pacific Salmon Fisheries Commission .....	1	8.01	3	4.69
Laurentian Pilotage Authority .....	2	9.77	2	1.90
Medical Research Council .....	0	0	0	0
National Arts Centre Corporation .....	12	11.55	29	5.44
National Film Board .....	15	7.77	25	2.53
National Harbours Board .....	191	46.16	307	14.47
National Research Council .....	88	12.69	164	4.61
Northern Canada Power Commission .....	27	29.71	74	15.88
Northern Transportation Company Ltd. ....	36	43.13	135	31.54
Pacific Pilotage Authority .....	2	18.32	3	5.36
Public Service Staff Relations Board .....	0	0	0	0
Royal Canadian Mint .....	71	45.63	124	15.54

(Cont'd.)

Science Council of Canada .....	0	0	0	0
Seaway International Bridge Corporation Limited .....	0	0	0	0
St. Lawrence Seaway Authority .....	75	23.32	172	10.43
Standards Council of Canada .....	0	0	0	0
Sub-Total .....	1,047	15.27	2,087	5.93
Cape Breton Development Corp. ....	1,757	368.22	2,249	91.91
<b>Total</b> .....	<b>2,804</b>	<b>37.95</b>	<b>4,336</b>	<b>11.44</b>

<sup>1</sup> Statistics are based on compensation claims received during the fiscal year 1974-75.

<sup>2</sup> "Disabling Injury Frequency Rate" is the number of disabling injuries per million man-hours worked.

<sup>3</sup> "All Injury Rates" are based on the total of medical aid and disabling injuries.

Employment is calculated from man-hours worked on the basis of 1,950 man-hours per man-year.

Table 4

#### Merchant Seamen Compensation Act: Statistical Summary

	Shipping Companies Covered	Seamen Employed (Approx.)	Claims Received	Temporary Disability Awards	Permanent Disability Awards	Fatal Accidents
1970-71	34	2,250	41	35	0	6
1971-72	30	2,000	31	26	3	2
1972-73	26	1,850	33	31	5	2
1973-74	27	1,900	28	18	5	2
1974-75	23	1,600	31 <sup>1</sup>	14	3	1

<sup>1</sup> 13 claims could not be considered as they did not come within the scope of the Act. At the end of the year, no decision had been made in 1 claim.



## • Women's Bureau

The Women's Bureau's primary objective is to accelerate changes in attitudes and practices in Canadian society that adversely affect the status of women in general and the status of women in the labour force in particular.

The Bureau continued to collect and analyse data from a wide variety of sources to maintain up-to-date and relevant statistical and research information on women in the labour force.

The Bureau produced two major publications: *Women in the Labour Force: Facts and Figures*, which is updated annually, and *Women's Bureau '74*, which is a collection of the Director's major speeches. These generated wide public interest. It was necessary also to issue reprints of past publications to meet heavy demands. And increasing demands were made upon the Bureau during the year to supply resource personnel to participate in workshops and meetings and to act as keynote speakers at conferences, conventions and other significant gatherings.

Staff of the Bureau served on a number of inter-departmental committees, including the Bureau's Interdepartmental Research Committee, composed of representatives from Health and Welfare Canada, Statistics Canada, the Department of Manpower and Immigration, and other departments on an ad hoc basis. Bureau representatives participated in the work of: the Interdepartmental Committee on Family Planning, the Interdepartmental Committee on Population, the Interdepartmental Committee on Human Rights, the Interdepartmental Committee on Equal Opportunity, and the Interdepartmental Committee for International Women's Year.

The Bureau continued to play an active role at the international level. A member of the staff served as Administrative Secretary to the Canadian delegation at the International Labour Conference in Geneva. The Director was a member of the International Labour Organization meeting of Experts on Equality of Remuneration and chaired the Working Party on the Role of Women in the Economy, which met in Paris, under the auspices of the Organization for Economic Co-operation and Development.

Activities of the Women's Bureau received wide media coverage in Canada and abroad. Staff participated in a variety of radio, television and press interviews, and the Bureau sponsored radio and television spots on subjects of concern to working women.

# Research and Development Program

The Research and Development Program provides statistical and research functions in the development and support of policies and programs of the Department and for general labour-management purposes. Officials of the Research and Development Program serve on a number of interdepartmental committees concerned with program development and the application of research in the labour field. The program is carried out through three branches: Economics and Research, Legislative Research, and Library Services.

## • Economics and Research

As part of the research and development program, the Economics and Research Branch carries out research in the fields of labour economics and industrial relations. The Branch is divided into three main areas: Statistical Development, Policy Research, and Program Support Research; and eight divisions: Economic Analysis, Collective Bargaining, Labour Organizations and Labour Disputes, Surveys, Federal Industries, Pension and Insurance Research, Industrial Relations, and Wages Research. In addition, the Branch administers the Department of Labour-University Research Program.

### Economic Analysis Division

The main function of the Economic Analysis Division is analysing and advising on general economic conditions and economic policy developments in Canada and abroad, particularly in those areas that have a special impact on the programs of the Department. Periodic and other reports were prepared for departmental use during the year, and economic documents and submissions were analysed and summarized for the development of departmental positions and policies.

### Statistical Development Area

The Statistical Development Area is responsible for the Department's statistical activities, which include surveys and reports on wages, working conditions, work stoppages, labour organizations, and collective bargaining settlements and agreements.

### Collective Bargaining Division

The Collective Bargaining Division collects, analyses, and prepares reports on collective agreement settlements and the terms of collective agreements. It also maintains a library of 12,000 collective agreements, as well as copies of a variety of health, welfare and pension plans.

The Division published the monthly *Collective Bargaining Review*, and the annual *Calendar of Expiring Agreements*. The *Review* highlights the terms of major collective agreement settlements covering 500 employees or more (excluding construction agreements), and the *Calendar* lists the agreements expiring during the calendar year. In addition, the Division published, on a quarterly basis, the Research Bulletin on *Wage Developments*. This Bulletin includes three statistical series: the first contains the average levels of base rates as a result of settlements reached during the

period under review, the second contains similar data for those settlements that contained a cost-of-living clause, and the third contains indexes of changes in average base rate levels for all major agreements in force. An Annual Review of these wage developments was also published, as was a Research Bulletin on Cost of Living Allowance provisions in collective agreements, based on an analysis of approximately 2,500 agreements.

The Division continued its co-operative arrangement with the Ontario Ministry of Labour for the publication of a monthly report on *Collective Bargaining Settlements in Ontario*. This report contains information on the terms of settlement for all collective agreements covering 200 employees or more.

In co-operation with the Canadian Construction Association, the Division analysed settlements in the construction industry that provided information on trends of wages and working conditions in the industry.

A report on *Provisions in Major Collective Agreements Covering Employees in the Manufacturing Industries* (1974) was published. This study presented a statistical analysis of the main provisions in major collective agreements for each of the manufacturing industries and for total manufacturing.

The Division responded to an increasing number of requests for specialized information from unions, management, other government sources, and researchers. The planning and programming for increased retrieval capacity continued.

### **Labour Organizations and Labour Disputes Division**

The Labour Organization and Labour Disputes Division collects, analyses and publishes information on the Canadian labour movement and on work stoppages resulting from strikes and lockouts. A further responsibility of the Division is to maintain, for inspection purposes, files on section A (the non-confidential portion) of returns filed by labour unions under the Corporations and Labour Unions Returns Act.

During the year, the 1973 edition of *Labour Organizations in Canada* was prepared and published. This annual publication contains statistical tables on union membership by affiliation and type and size of unions. It also provides a comprehensive directory of labour organizations active in Canada, the names of their principal officers and publications and the geographic distribution of their locals. The primary source of data for this publication is the Corporations and Labour Unions Returns Act (CALURA), which is administered by Statistics Canada; additional information from organizations not covered by the above legislation is obtained by direct survey. Details on union membership by industry and by province were published in *The Labour Gazette*. In addition, basic data, as well as computer tabulations, were provided to the provincial departments of labour for their various needs.

Work advanced during the year on two special studies. One deals with the growth of unions and employee organizations in the 1960s. The other deals with constitutional provisions for strike and contract authorization of unions operating in Canada.

In the area of strikes and lockouts, the *Research Bulletin: Work Stoppages* was published monthly. This Bulletin provides statistical and analytical information on a current basis, with retrospective tables by month and by year. Other information on work stoppages is published monthly in *The Labour Gazette* and in the annual publication *Strikes and Lockouts in Canada*. The basic source of



information on work stoppages is the network of Canada Manpower Centres of the Department of Manpower and Immigration. Reports obtained from this source are checked with and supplemented by information from the provincial departments of labour and other sources. Further progress was made, during the year, in the computerization of strike data, with the objective of facilitating retrieval.

The Division responded to an increasing number of requests for information for special purposes, particularly from governments at various levels, labour, management, research groups, and the general public.

### **Surveys Division**

The Surveys Division collects and disseminates information on occupational rates of pay and on the working conditions of employees in Canadian industry. The Division also carries out special surveys as needed and participates jointly with Statistics Canada in an annual survey of selected employer labour costs.

The publication of final information from the October 1, 1973 Survey of Wages and Working Conditions was completed. The information on occupational wage and salary rates was published in two volumes: the first contained data for office, maintenance, service and labour occupations in 87 Canadian communities, and the second contained data for specific industry occupations in some 90 industries. The information on working conditions was published in the 1973 edition of the annual, *Working Conditions in Canadian Industry*.

The report on the 1974 Survey of Wages and Working Conditions represents a departure from previous reports. A study by a management consulting firm recommended significant changes, and the wage information will be published in 35 separate community booklets. The published data will provide greater detail than in the past, with union and non-union rates being shown separately and rates broken down by size of establishment.

A survey of wage rates in industrial establishments that fall under the Canada Labour Code was also carried out by the Division.

### **Policy Research Area**

The Policy Research Area, comprising the Industrial Relations Research and the Wages Research Divisions, is responsible for research on industrial relations and wage and fringe benefit determination. In addition, the area assumed responsibility for the New Initiatives Research program.

Under the New Initiatives program, the second edition of the *Labour and Industrial Relations Course Directory* and the proceedings of the 1973 symposium on *Measuring the Quality of Working Life* were published. Additional projects completed during the year included several case studies of innovative industrial relations practices and a series of studies of union and management needs and resources for industrial relations training and research.

### **Industrial Relations Research Division**

The Industrial Relations Research Division conducts research in broad industrial relations areas to meet the short- and longer-term needs of the Department and other agencies and interest groups.

The major areas of continuing activity included work stoppages during the term of agreements, union membership rejection of tentative agreements reached by their negotiating teams, and the causes of such rejections. The first survey of employer associations engaged directly or indirectly in collective bargaining was conducted with a view to producing a directory of such employer associations in Canada. A concise description of the Canadian industrial relations system was undertaken to meet a demand for such information by many sources in Canada and abroad. The Division also participated in studies related to the formation of the Canada Labour Relations Council, including a comparative study of tripartite consultative practices in various countries.

The 1973 edition of *Industrial Relations Research in Canada* was published. This is an inventory of research projects in the various fields of industrial relations undertaken in academic institutions, federal and provincial government departments and by private researchers. A constant contact was maintained with researchers and practitioners in the field of industrial relations.

### **Wages Research Division**

The Wages Research Division continued its research into many aspects of wage behaviour and their implications for economic and social policy. It assumed responsibility, during the year, for research on the federal minimum wage (under the Canada Labour Code).

A report on *Trends in Working Time* was published. The report traces the decline in weekly hours of work since World War II and the growth of paid time away from work, such as vacations and holidays, and examines such recent developments as flexible working time.

Studies in draft form were completed on the economic characteristics of low-range industries and on the transmission of wage change, that is, the extent to which certain collectively bargained wage settlements set a pattern for subsequent settlements.

Research studies were begun on trends and causes of regional differentials in labour income and on the relation between changes in wages and salaries and in fringe benefits. A study on the administration of employee compensation systems was completed.

### **Program Support Research Area**

The Program Support Research Area carries out advisory and research work for the Department's industrial relations and employment standards programs. The area comprises two divisions: Federal Industries, and Pensions and Insurance Research. The functions of the former Operational Research Division were transferred to other divisions in the Branch.

### **Federal Industries Division**

The principal activities of the Federal Industries Division are in support of the Department's Conciliation and Arbitration Branch. During the year this support was provided in connection with a number of labour disputes in the transportation sector. A number of studies and projects were undertaken also on behalf of the Labour Standards, International Labour Affairs and Union-Management Services Branches.

## **Pensions and Insurance Research Division**

The Pensions and Insurance Research Division collected and analysed data on pension plans in establishments under federal jurisdiction. On the basis of research conducted by the Division, amendments were made to improve the benefits payable under the Adjustment Assistance Benefit Programs for displaced workers in the textile and clothing industry and in the leather footwear and tanning industry.

During the year the Division assumed responsibility for some areas of research into labour standards, studies for the International Labour Office, and the preparation of statistics on industrial fatalities and work injuries in Canada.

Support services were provided to other branches in matters relating to pensions, insurance plans and labour standards, and advisory services were supplied to other departments, labour unions and private individuals.

## **Department of Labour-University Research Program**

Thirteen grants totalling \$40,000 were awarded to graduate students and university faculty members under the Department of Labour-University Research Program, which supports research in the economic and social aspects of industrial relations.

## **• Legislative Research**

The Legislative Research Branch conducts research into and advises and informs on labour laws, their regulations, related administrative practices and interpretations by courts, administrative tribunals and government agencies in all jurisdictions in Canada. Further services include the answering of specific inquiries and the preparation of regular publications and special studies.

The publication program comprises an annual publication, *Labour Standards in Canada*, a semi-annual publication, *Legislative Review*, a monthly publication, *Labour Case Reporter*, a series of articles in *The Labour Gazette* on legislative developments, and reference papers on minimum wages in Canada, industrial noise legislation and a pilot survey on legislation relating to airborne particulates (dust) as an industrial hazard. To the program, a new publication was added, *Human Rights in Canada*, which outlines human rights legislation and provides a sampling of pertinent decisions rendered by courts and tribunals. The legislation governing the protection of the farm worker was analysed and reported in a paper, *1974 Workmen's Compensation: The Farm Worker*. To assist jurisdictions in identifying common criteria in industrial relations legislation for special groups, a study was undertaken and a report, *Collective Bargaining Legislation for Special Groups in Canada*, was issued.

An annual report and background papers were prepared for the Canadian Association of Administrators of Labour Legislation and reports were submitted to many other departments, both federal and provincial. Canadian legislation was compared in detail with a number of ILO Conventions. A number of countries, such as Japan, Hong Kong, Jamaica and Iran, were assisted in their research on foreign labour legislation.



## • Library Services

The Library Services Branch provides in-depth assistance to Departmental staff; other government, industrial, university and public libraries; and to individual students, professors and researchers. The library collection focuses on the fields of industrial relations, economics, labour standards, equality of job opportunity, etc. Holdings include a comprehensive collection of industrial relations and economics journals, labour union proceedings, labour papers and annual reports. The historical collection contains material from early Canadian labour papers, early Royal Commission reports, and reports written by Mackenzie King when he was Canada's first Deputy Minister of Labour.

Library services include personal reference assistance, preparation of bibliographies, and distribution of a weekly *Library Bulletin* listing recently indexed articles and new accessions to the book collection. A biweekly publication, *Tables of Contents*, lists the contents of recent issues of major industrial relations journals. Photocopying service is available to Departmental staff and others who request reproduction of materials needed for research.

In June 1975, the Library, under the auspices of the Canada Department of Labour, hosted the annual conference of the Committee of University Industrial Relations Librarians (CUIRL). The 1973 edition of the annual publication entitled *Industrial Relations Theses and Dissertations* was prepared in the Library for CUIRL, and distributed after the CUIRL conference, to member libraries in Canada and the United States and to other interested libraries.

The Library participated with other CUIRL members in the development of a thesaurus of industrial and labour relations terms, to be used in a computer-based indexing service to which the Library will have access. The CUIRL indexing service will increase the level of sophistication of information retrieval in the Library by providing more detailed and precise analysis of articles in the basic industrial relations and economics journals.

# Services Branches

## • International Labour Affairs

The International Labour Affairs Branch is responsible for co-ordinating Canadian participation in the work of the International Labour Organization; for promoting a better understanding of the labour policies and the industrial relations programs of other countries; and for strengthening federal-provincial relations in the labour field.

The Branch organized the fifth meeting of federal and provincial Deputy Ministers of Labour on ILO Questions, held in Ottawa on May 9 and 10, 1974. It was chaired by the Deputy Minister of the Canada Department of Labour. The main items on the agenda of the 59th Session of the International Labour Conference, held in Geneva in June 1974, were discussed and a number of ILO Conventions that had been reviewed at the previous meeting, in May 1973, were examined again. Other Conventions studied by the Branch during the year were reviewed to determine the degree of Canada's compliance with them and the prospects of their being ratified. These Conventions dealt with dock work, minimum age for admission to employment, weekly rest (commerce and offices) and labour clauses (public contracts).

The Branch acts as the Secretariat for the Canadian Association of Administrators of Labour Legislation. This association, which groups the federal and provincial Departments of Labour, provides a vehicle for exchanges of views and experience in the labour field. The 33rd Annual Meeting was held in Edmonton, Alberta, September 17 to 20, 1974. R.E. Anderson, Deputy Minister of Labour for Nova Scotia, was elected President.

## Programs Division

The Programs Division has continuing responsibility for Canada's tripartite participation in the activities of the ILO as well as in other international organizations, including the OECD.

In the year under review it co-ordinated Canada's participation in the 59th Session of the International Labour Conference, which met in Geneva, June 5 to 26, 1974. The Conference adopted the Occupational Cancer Convention, which commits ratifying States to deciding which substances should be banned or controlled, to replacing them where possible by less harmful substances and reducing the number of workers exposed, to prescribing protective measures, to informing workers of danger and how it should be avoided, to monitoring exposed workers' health so that the success of prevention may be judged, and to enforcing all these provisions by laws or other means adopted in consultation with workers and employers. The Convention is accompanied by a Recommendation which sets out the ways in which these principles should be put into practice. The Conference also adopted a Convention on paid educational leave also accompanied by a Recommendation. The Convention defines paid educational leave as a leave granted to a worker for educational purposes for a specified period during working hours with adequate financial settlements. It can be used for training at any levels, for general, social, civic or trade union education.

As well, the Division co-ordinated Canada's participation in the Symposium on Workers' Participation in Decision within Undertakings, which was held in Oslo, Norway, in August 1974; the Preparatory Meeting for Civil Aviation, which took place in Geneva, in October 1974, under the chairmanship of the Assistant Director of the Branch; the Tenth Conference of American States

Members of the ILO, which met in Mexico City November 25 to December 6, 1974; and the Second Technical Meeting for the Woodworking Industries held in Geneva, in January 1975. The Branch represented Canada also at three sessions of the ILO Governing Body, the 193rd in May, 194th in November 1974, and the 195th in February 1975.

Activities of the Education, Manpower and Social Affairs Committee of the OECD continued to be of interest to the Department, especially the Working Party on Industrial Relations, where it was represented.

The Division is responsible also for the organization, administration and general conduct of training programs for ILO-sponsored fellows and other overseas trainees under bilateral training programs. In the course of the year under review, some 20 programs were arranged.

### **International Standards Division**

The International Standards Division continued to develop its analysis of various ILO Conventions considered most relevant to Canada, comparing the requirements of such Conventions with relevant federal and provincial legislation in order to clarify the degree of their implementation in Canada, and indicate what further action would be required to achieve full compliance with and eventual ratification of such Conventions.

In particular and following the decision reached at the fifth meeting of federal and provincial Deputy Ministers of Labour on ILO Questions, the division concentrated on Conventions dealing with occupational safety and health and prepared detailed analyses of the actual situation in Canada with respect to the following ILO Conventions: Benzene, Maximum Weight, Hygiene (Commerce and Offices), Radiation Protection. Draft studies on each of these Conventions were circulated to the provinces for comments in view of their eventual publication.

The Division prepared, in co-operation with the provinces, replies to the ILO questionnaire on "Establishment of National Tripartite Machinery to Improve the Implementation of ILO Standards," and prepared Canada's position with respect to various technical items on the agenda of the 59th Session of the ILO Conference in June 1974.

Briefing papers were prepared for the fifth meeting of Deputy Ministers of Labour on ILO Questions; and the division co-ordinated the preparation of reports to the ILO on the implementation of Conventions ratified by Canada.

### **International Services Division**

The International Services Division co-ordinates the activities of the three Labour Counsellors posted in Brussels, London and Washington, and disseminates information on social and labour matters to other federal departments and to provincial Departments of Labour.

The Labour Counsellors, in the course of their work, represented Canada at a number of ILO and OECD meetings as well as at various national and international trade union congresses.

## **• Financial and Management Services**

The Financial and Management Services Branch carried out several studies during the year, which were approved and implemented to provide better service to Branch Managers and Program Heads.



## **Financial Services Division**

Improved planning, accounting and reporting systems were introduced in the Financial Services Division to enable improved managerial control and utilization of funds.

A new procedure in the Labour Standards Suspense Account was implemented, in association with the Unemployment Insurance Commission, that facilitated the location of individuals to whom monies were owing, who were previously employed by companies under federal jurisdiction.

## **Office Services Division**

During the year, a study of the departmental Mail and Records operations was carried out by the Management Improvement Division and implementation of the recommendations proposed by the study will take place during 1975. Progress was made in the revision of the File Classification Systems in a number of branches, with the finalization of systems for the Women's Bureau, Departmental Library, General Services and Fair Employment Practices.

Transcribing Services acquired a complete automated system for editing, storage and quality presentation of typewritten material. This new system, consisting of two electronic Word Processors, has greatly reduced the cost and time of typing.

During the year, the warehousing unit of Materiel Management Section was reorganized and consolidated under the inventory management unit to provide better service to user Branches. This section participated in a Department of Supply and Services study which proposed the establishment of an "Integrated Federal Supply System" placing several functions of the Materiel Management responsibility under direct control of the Department of Supply and Services. A number of recommendations were submitted to that Department.

The Mail and Messenger Unit was removed as part of Records Management and was set up as a separate section of Office Services Division. To reduce mail processing time, the Unit acquired new high-speed postage and mail equipment, consisting of a meter machine, an inserter and a folder. A chargeback system to branches was established.

For the most part, the major tasks undertaken by the Accommodations and Communications Section involved the future move of Headquarters to Place du Portage. It was necessary to view all events with consideration to the planned move. Associated with the move, a pilot reception area similar to what will be used at Place du Portage was set up to test its operational effectiveness.

A number of requests for accommodation changes in Regional Offices were deferred pending departmental decentralization.

## **Data Processing Division**

The Data Processing Division undertook a major redesign of the computer system supporting the annual Labour Organizations Survey to provide statistics on membership in national and international unions. This resulted in a significant operational cost economy while providing more meaningful data for publication and departmental research. Also undertaken was a special project for computer system design and processing of part-time employment data collected from the annual Wage Rate and Salary Survey.

The capabilities of the collective bargaining and agreements systems were expanded to include a microfiche storage and retrieval method for quick reference in responding to queries on both active and expired collective agreements. A pilot study was initiated late in the year to explore the feasibility of implementing a computer resident Data Base Management System within the Department.

### **Management Improvement Division**

Further work was carried out in the Management Improvement Division on the development of a centralized Departmental Mailing Distribution System. Major projects were undertaken in the Records and Mail operations to streamline these functions in preparation for the Department's move to Hull. The Division developed a concept for reception areas in Place du Portage, including the operation of a prototype system in our present accommodation. A study of Transcribing Services was carried out and a report submitted.

Forms Management continued its program of forms design and the introduction of the use of standard forms as a cost-saving factor. Heavy emphasis was placed on encouraging the use of standardized envelopes and the elimination of envelope use for internal and external mail distribution. Involvement in the Federal Identity Program was continued.

### **• Personnel Administration**

Demands by line management and central agencies for services and liaison continued to grow, and as a result, the activities of all divisions of the Personnel Administration Branch increased substantially. A number of officers of the Branch contributed to the review of personnel management conducted by officials of the Treasury Board, the Public Service Commission and the Department. This review made possible the issue of the first comprehensive Personnel Management Guide and Manual, which it is hoped will ease the task of personnel management for line managers.

The management of our human resources was given high priority throughout the year, and modest gains were achieved in the design of new programs.

### **Human Resources Planning**

The Personnel Administration Branch received support from the Deputy Minister and the Senior Executive Committee to design and implement a comprehensive Human Resources development plan for employees of Labour Canada. The implementation of the plan will span a period of approximately four years.

The first phase is to initiate an internal development program, to be in operation late in 1975, for Administrative Support staff. Phase two is to design an appraisal system to complement the development plan. Phase three will be the introduction of a job rotation plan.

Opportunities for development are expected to arise through absences due to language training; through retirements, resignations and transfers; and simply due to the rapid changes in society that will demand new ways of getting things done.

An Equal Opportunities Officer was approved for the Department and appointed at the beginning of the 1975-76 fiscal year.

### **Staffing Section**

On October 17, 1974 the Department accepted further delegation of staffing authority from Public Service Canada covering certain groups and levels in the Scientific and Professional, Administrative and Foreign Service, and Technical and Operational Categories. In conjunction with this, an internal auditing function was established to provide a regular assessment of the efficiency and effectiveness of departmental staffing programs and procedures.

### **Compensation, Personnel Services and Staff Relations Division**

#### **Compensation Section**

The Department was represented on the project team set up to review the Computer Systems function. The aim of the project is to establish a new integrated Classification and Selection Standard and to develop a career plan for employees of the Computer Systems Group.

Officers participated in the review of the Financial Administration Standard, and one of the Department's positions was inserted as a bench mark in the revised Standard.

The Treasury Board issued guidelines for Job Description Writing, using a shorter format and eliminating job specifications. A position of Job Analyst was added to the Section to provide the required expertise in this work. A three-day seminar in Job Analysis and Job Evaluation was held for departmental line managers. Twenty employees participated.

Performance and senior merit pay plans were administered and a policy on acting pay was developed.

Phase Three delegation of authority to classify positions was given to the Department. Authority to classify at Executive levels 1 and 2 rests with the Deputy Minister. The Classification Section has the responsibility for all other positions with the exception of the Computer Systems Group, for which delegation is being withheld pending the revision of the new classification plan.

An interdepartmental committee was established to evaluate positions in the functional groups (OM, FI, IS, PE, etc.), in order to ensure that relativities are maintained under delegated authority.

#### **Personnel Services Section**

Implementation of the new Public Service Employees Pay System, which was delayed one year ago, has now been postponed indefinitely.

Many new collective agreements will be negotiated and implemented in the near future, causing a little extra activity.

#### **Staff Relations Section**

With an increased involvement of both parties in the Union-Management Consultation Committee,



a high level of Staff Relations activity took place. Also, a representative of the Department will be sitting for a three-year term on the Interdepartmental Committee on Staff Relations.

There were 15 grievances during the year. One was sustained, six denied below the final level and abandoned, and eight denied at the final level. One of the latter grievances went to adjudication, where it was denied.

There also was significant activity related to the study of the impact of the Finkleman recommendations for changes to the Public Service Staff Relations Act.

### **Official Languages Section**

Recent developments in the Montreal area have resulted in an examination by the Treasury Board of the question of whether the need to use both official languages in carrying out the functions of various positions can be considered a factor in determining compensation. As a part of this project, the Official Language Section of the Branch, under the direction of the Treasury Board Secretariat, is embarking on a review of the linguistic designation of positions in the Department of Labour. This review will be completed within the coming fiscal year.

At the same time, the existing designation plan continues to be put into effect, with employees regularly enrolling in and completing continuous language training in order to meet the language requirements of their positions.

As a result of a recent policy change, funds for in-house language training are no longer being provided under Vote 15, and the Department will now be responsible for the funding of its own program. At this time, various alternatives are being considered. The Department's use of the Public Service Commission's language courses has been with a view to both retention of second language skills by employees returning from continuous language training, and improvement of administrative correspondence in the French language. It is hoped that these two objectives can continue to be pursued under the program and that the program itself can be expanded.

The language testing function which, during fiscal 1973-74, began to account for a larger share of the Division's duties owing mainly to the Public Service Commission's regulation concerning the period of validity of results, continues to account for a large share of the Section's duties.

### **• Public Relations**

The Public Relations Branch in 1974-75 carried out informational, educational and promotional programs designed to deepen public understanding of the Department's policies, programs and performance. Public information programs were developed and implemented for all branches of the Department: a number of special projects were undertaken encompassing the Department as a whole; and several public relations projects were in support of major announcements or the introduction of legislation. Work began on a communications plan in support of the reorientation, restructuring and decentralization of the Department.

In both in-house publicity and externally the Branch took full advantage of the Department's 75th anniversary as an appropriate time to point to departmental programs designed to meet the problems and challenges that lay ahead.

The Branch continued to strengthen and improve its liaison with the news media. In 1974-75, Branch media officers arranged some 30 interviews and/or press conferences with senior departmental officials across the country, issued a total of 67 news releases and distributed texts of 22 major addresses. More than 600 inquiries were received from members of the news media. The weekly *Labour Journalists' Report* was sent to an increasing number of lay reporters and labour journalists. *Labour News Headlines* — the Branch's daily summary of the day's labour news — was sent to some 1,000 persons. Background notes on a wide variety of departmental concerns were prepared and issued to news media representatives.

The Branch's advertising program (in both broadcast form and in print) was partly institutional and partly promotional. Some advertisements were designed to convey raw information; some, to change attitudes in light of facts and common sense. In 1974-75 advertisements were prepared and published on behalf of the Fair Employment Practices Branch, the Women's Bureau, the Union-Management Services Branch and the National Industrial Relations Film Library. Advertisements bearing special messages from the Minister were placed in various union periodicals and labour council yearbooks across the country.

During the year five synchronized slide-sound programs were produced and new panels and film segments developed for the exhibitions and displays program. A major audio-visual program, covering the disciplines of Fair Employment Practices, Labour Standards and Women's Bureau, was well under way as the year came to a close.

An inventory of the *National Industrial Relations Film Library* was taken in all distribution centres in Canada. Several old titles were withdrawn and many worn prints replaced. Evaluation of existing film stocks indicated a requirement for a stepped-up replacement program, to extend over the next three years, to keep pace with the increased demand for films dealing with the world of work. Meanwhile, scripting began for a new version of the Department's popular film, *The Grievance*.

In 1974-75 departmental displays were mounted in 30 locations in 14 communities from Vancouver to St. John's, Nfld.

Toward the end of the year a survey was launched to determine the demand for and potential use in Canadian schools of audio-visual aids dealing with the world of work.

The fifth and final edition of the popular *Man and His Work* educational series was issued in the two official languages. Requests for the first four booklets exceeded 500,000 and at year's end were still coming in. The series, which covers all aspects of industrial relations and the world of work, is used by teachers, high school guidance counsellors and adult students studying various aspects of labour affairs.

*Teamwork in Industry / Travail d'Equipe dans l'Industrie*, the Department's monthly tabloid (circulation 51,000), began its 32nd year of publication with a new editor and a new format. Articles covered a full spectrum of topics on labour affairs and employee relations, and highlighted various labour-management conferences.

The Department's in-house journal, *Dialogue*, appeared in a new format. *Portage*, the other internal publication, continued to keep employees fully posted on the pending move to Hull. An innovative form of two-way communication was originated late in the fiscal year between employees and departmental managers. Question boxes were placed on each floor to receive employee comments, with contributions being gathered once every two weeks and answered in a new monthly newsletter titled INTERCOMM.

In 1974-75 the Branch's publications division processed (i.e., edited, designed, laid out and arranged for the printing) some 172 manuscripts received from departmental subject specialists.

*The Labour Gazette* and *La Gazette du Travail* moved into their 75th year of publication. *The Labour Gazette* published a series of seven articles that were later reprinted as a separate volume under the title: *Arbitration in Essential Industries*; the series was a prelude to an article, "A Proposal for Labour-Management Peace in the Public Sector." Comments on the proposal from six Ministers of Labour were published.

As the year drew to a close the Public Relations Branch was in the process of changing its mode of operation. The objective: to improve its services to and strengthen its liaison with the various specialized areas of the Department leading to development of a comprehensive and fully-integrated public information program for Labour Canada.











prises à la disposition des employés qui y déposent leurs questions ou leurs commentaires. Les billets sont recueillis toutes les deux semaines et les réponses paraissent dans un bulletin mensuel d'information, INTERCOMM.

Au cours de l'année 1974-1975, la division des publications de la Direction a préparé pour l'impression quelque 172 manuscrits rédigés par divers spécialistes du Ministère.

*La Gazette du Travail* et *The Labour Gazette* sont entrées dans leur 75e année d'existence. La *Gazette* a suivi de très près l'évolution de la vie syndicale au Québec; elle a souligné l'intervention croissante des centrales syndicales dans la vie économique, sociale et politique de la province, et du pays.

Vers la fin de l'année, la Direction des relations publiques a commencé à réviser la marche de son service. Elle a entrepris cette réforme pour améliorer les services qu'elle assure auprès des divers secteurs spécialisés du Ministère et à renforcer les rapports qu'elle entretient avec eux; de plus, elle pourra ainsi mettre sur pied au sein de Travail Canada un programme d'information du public d'une grande portée et pleinement intégré.

établi à l'intention des représentants des médias une documentation très variée portant sur le Ministère.

Le programme de publicité de la Direction, destiné à la presse parlée et écrite, visait, d'une part, à faire connaître le Ministère et, d'autre part, à promouvoir quelques-uns de ses programmes. Certaines publicités ont été conçues pour diffuser des renseignements bruts tandis que d'autres, qui s'inspiraient des faits et du bon sens, avaient pour objet de modifier les attitudes. Au cours de l'année 1974-1975, la Direction a rédigé et diffusé des annonces pour le compte de la Direction des justes méthodes d'emploi, du Bureau de la main-d'œuvre féminine, de la Direction des services syndicaux-patronaux et de la Cinémathèque nationale des relations industrielles. Destinées à transmettre des messages spéciaux de la part du ministre, ces annonces ont été publiées dans divers journaux syndicaux et dans les annuaires des conseils du travail partout au pays.

Durant l'année, la Direction a mis sur pied cinq programmes de diapositives à bande sonore, organisés de nouvelles tables rondes et produit des films inédits pour son programme d'expositions et d'étalages. Un important programme audio-visuel traitant des domaines d'activité de la Direction des justes méthodes d'emploi, de celle des normes du travail et du Bureau de la main-d'œuvre féminine allait bon train à la fin de l'année.

Tous les centres de distribution au Canada ont participé à l'inventaire de la *Cinémathèque nationale des relations industrielles*. Plusieurs vieilles productions ont été retirées du fonds et nombre de films endommagés par l'usage, remplacés. L'évaluation des stocks actuels a fait ressortir que la cinémathèque ne pourra pas satisfaire à l'accroissement de la demande de films portant sur le monde du travail, si l'on ne renouvelle pas le fonds à une cadence accélérée au cours des trois prochaines années. Entre-temps, la Direction a commencé la rédaction du scénario pour la nouvelle version du film bien connu du Ministère, *Le grief*.

Au cours de 1974-1975, quatorze localités ont été le siège des expositions que le Ministère a tenues dans 30 établissements depuis Vancouver jusqu'à Saint-Jean (T.-N.).

Vers la fin de l'année, la Direction a entrepris une enquête afin de déterminer les besoins en matière de présentations audio-visuelles portant sur le monde du travail, et leurs possibilités d'utilisation dans les établissements d'enseignement au Canada.

La cinquième et dernière édition de la série éducative bien connue intitulée *Travail des hommes* a paru dans les deux langues officielles. En ce qui concerne les quatre premiers numéros de cette série, la Direction a reçu plus de 500,000 demandes; à la fin de l'année, ces dernières continuaient d'affluer. La série qui aborde tous les aspects des relations industrielles et du monde du travail intéresse particulièrement les enseignants, les conseillers en orientation des écoles secondaires et les étudiants d'âge adulte qui se spécialisent dans les affaires du travail.

La publication mensuelle du Ministère (tirage: 51,000 exemplaires) intitulée *Teamwork in Industry / Travail d'équipe dans l'industrie* en état, cette année, à sa 32<sup>e</sup> année d'existence; elle a fait peu neuve grâce à l'impulsion d'un nouveau rédacteur et à une présentation renouvelée. Les articles ont porté sur une foule de sujets concernant les affaires et les relations du travail et relaté les principaux faits saillants des diverses conférences ouvrières-patronales.

Le Journal du Ministère, *Dialogue*, a revêtu une nouvelle livrée. Une autre publication interne, *Portage*, a continué de tenir les employés au courant des activités qui entourent le futur déménagement à Hull. Vers la fin de l'année financière, un nouveau genre de dialogue a été engagé entre les employés et les cadres du Ministère. En effet, à chaque étage, des boîtes à idées sont

## Langues officielles

Suite à des événements récents survenus dans la région de Montréal, le Conseil du trésor est en train de déterminer s'il y a lieu de baser la rémunération d'un employé sur la nécessité de se servir des deux langues officielles dans l'exercice de ses fonctions. Dans le cadre de ce projet, la Section des langues officielles de la Direction, sous l'égide du Secrétariat du Conseil du trésor, entreprend la révision de la désignation linguistique des postes au ministère du Travail.

Dans l'intervalle, le régime actuel de désignation est encore valide et les employés poursuivent toujours leur formation linguistique afin de satisfaire aux exigences de leur poste.

À la suite d'un récent changement de politique, plus de cours de formation linguistique ne seront dispensés à l'intérieur du Ministère à même les fonds du Crédit 15; il appartient désormais au Ministère de financer son propre programme en ce domaine. Présentement, diverses solutions sont envisagées. En recourant aux cours de langue de la Commission de la Fonction publique, le Ministère voulait à la fois permettre aux employés venant de terminer un cours intensif de formation linguistique de conserver la maîtrise de la langue seconde, et améliorer la correspondance administrative en langue française. Le Ministère espère qu'il lui sera possible de poursuivre ces deux objectifs dans le cadre de son programme et que celui-ci pourra être élargi.

Au cours de l'année financière 1973-1974, le groupe des tests de connaissance linguistique a pris de plus en plus d'importance au sein de la Division par suite de l'application des nouvelles directives de la Commission de la Fonction publique limitant à une année la période de validité des résultats, et continue d'y jouer un rôle considérable.

## • Relations publiques

Au cours de 1974-1975, la Direction des relations publiques a poursuivi son œuvre d'information, d'enseignement et de publicité pour faire mieux connaître au public les orientations, les programmes et les activités du Ministère. Des programmes destinés à renseigner le public ont été élaborés et appliqués dans toutes les directions du Ministère. Un certain nombre de projets spéciaux auxquels participait l'ensemble du Ministère ont aussi vu le jour; de même, plusieurs programmes de relations publiques ont été institués pour appuyer d'importantes déclarations ou l'adoption de nouvelles mesures législatives. Enfin, la Direction a lancé un programme de communications pour faciliter la réorientation, la restructuration et la décentralisation du Ministère.

Au chapitre de la publicité interne et externe, la Direction s'est attachée à tirer pleinement profit du 75<sup>e</sup> anniversaire de Travail Canada pour faire ressortir les programmes que le Ministère a mis sur pied afin d'être en mesure d'affronter les problèmes et les exigences futurs.

La Direction a continué de renforcer et d'améliorer ses rapports avec les médias. Au cours de l'année 1974-1975, les agents de la Direction chargés des relations avec les médias ont organisé pour l'ensemble du pays une trentaine d'entrevues et de conférences de presse avec les hauts fonctionnaires du Ministère et publié 67 communiqués ainsi que les textes de 22 allocutions importantes. La Direction a reçu des milieux journalistiques plus de 600 demandes de renseignements. L'hebdomadaire *Revue de presse à l'intention des chroniqueurs du travail* a été diffusé à un nombre accru de chroniqueurs du travail et autres journalistes. Un millier de personnes ont reçu le bulletin intitulé *Le Travail — Actualités*, que publie chaque jour la Direction et qui résume l'actualité quotidienne dans le monde du travail. Enfin, les membres de la Direction ont



postes au sein du groupe des systèmes informatiques. Le programme visait à établir une nouvelle norme intégrée de classification et de sélection et à mettre au point un plan de carrière à l'intention des employés du groupe des systèmes informatiques.

Des agents ont participé à la révision de la norme de classification de la gestion des finances et un des postes au sein du Ministère a été inclu comme poste-repère dans la norme révisée.

Le Conseil du Trésor a publié sous un format réduit un guide de description d'emploi, qui supprime l'énumération détaillée des fonctions. Le poste d'analyste des emplois a été créé au sein de la section afin de s'assurer les connaissances techniques nécessaires à l'exécution de ce travail. Un colloque de trois jours auquel vingt employés ont participé et qui portait sur l'analyse des emplois et l'évaluation des tâches a été organisé à l'intention des cadres de gestion organique du Ministère.

La section a appliqué des régimes de rémunération fondés sur le rendement et le mérite des hauts fonctionnaires et mis au point une politique de rémunération de suppléance.

Le Ministère a procédé à la délégation des pouvoirs au chapitre de la classification des postes (Phase III). Ainsi, il incombe au sous-ministre de classer les emplois aux niveaux administratifs 1 et 2. Par ailleurs, la section de la classification a la charge de classer tous les autres postes, à l'exception de ceux qui appartiennent au groupe des systèmes informatiques pour lequel la délégation a été retenue jusqu'à la révision du nouveau régime de classification.

Enfin, un comité interministériel chargé d'évaluer les emplois à l'intérieur des groupes fonctionnels (OM, FI, IS, PE, etc.) en vue d'assurer le maintien sous l'autorité déléguée des valeurs relatives des emplois, a été mis sur pied.

#### Section des services au personnel

La mise en vigueur du nouveau système de rémunération des fonctionnaires qui a été retardée il y a un an, a maintenant été suspendue indéfiniment.

De nombreuses nouvelles conventions collectives seront négociées et conclues sous peu, ce qui entraînera un léger surcroît de travail.

#### Section des relations de travail

À la suite de la participation accrue des deux parties au Comité de consultation syndicate-patronale, la Section des relations de travail a connu une activité intense. De plus, un représentant du Ministère siègera pendant trois ans au comité interministériel des relations de travail.

La section a reçu au cours de l'année quinze griefs dont un a été accepté, six ont été repoussés avant le dernier palier et abandonnés, et huit ont été repoussés au dernier palier. L'un des derniers griefs formulés a été soumis à l'arbitrage et rejeté.

En outre, des travaux importants ont eu pour objet l'étude de la portée des recommandations Finkelman visant à modifier la Loi sur les relations de travail dans la Fonction publique.

## • Administration du personnel

La Direction de l'administration du personnel a dû satisfaire à un nombre croissant de demandes en matière de services et de communications de la part des cadres de la gestion organique et des organismes centraux, ce qui a entraîné une hausse sensible de l'activité à l'intérieur de ses divisions. Un certain nombre d'agents de la Direction ont participé à la Réforme de la gestion du personnel entreprise par des hauts fonctionnaires du Conseil du Trésor, de la Commission de la Fonction publique et du Ministère. Cette révision a rendu possible la publication du premier guide et manuel complet de gestion du personnel qui, il est à espérer, facilitera la tâche des cadres de gestion organique à ce chapitre.

Tout au long de l'année, la Direction a donné priorité à la gestion des ressources humaines pour n'aboutir qu'à de modestes réalisations en matière de création de nouveaux programmes.

### Planification des ressources humaines

La Direction de l'administration du personnel a bénéficié de l'appui du sous-ministre et du comité des cadres supérieurs en ce qui concerne l'élaboration et la mise en œuvre d'un vaste programme de mise en valeur des ressources humaines à l'intention des employés de Travail Canada. La mise en place de ce programme exigera quatre ans environ.

La première étape consacrée à l'instauration d'un programme interne de perfectionnement à l'intention des membres du personnel du soutien administratif; l'entrée en vigueur de ce programme est prévue pour la fin de 1975. La deuxième étape consistera à mettre sur pied un système d'évaluation qui viendra compléter le programme de perfectionnement. Enfin, l'établissement d'un programme de rotation des emplois sera l'objet de la troisième étape.

L'absentéisme par suite de l'assistance à des cours de formation linguistique, les retraites, les démissions, les mutations, ou, tout simplement, l'évolution rapide de la société qui exigera l'élaboration de nouvelles méthodes de travail sont autant de motifs qui susciteront vraisemblablement des occasions de perfectionnement.

Le Ministère a approuvé la création d'un poste d'agent à l'égalité des chances dont la nomination du titulaire se fera au début de l'exercice 1975-1976.

### Dotation en personnel

Le 17 octobre 1974, la Fonction publique du Canada a délégué au Ministère davantage de ses pouvoirs en matière de dotation en personnel en ce qui concerne certains groupes et niveaux d'emplois des catégories scientifique et professionnelle, administrative et du service extérieur. Parallèlement, était créé un poste de vérificateur interne chargé d'évaluer régulièrement l'efficacité des programmes et méthodes de dotation en personnel au sein du Ministère.

### Division des relations de travail, des services au personnel et de la rémunération

#### Section de la rémunération

Le Ministère était représenté au sein de l'équipe de recherche mise sur pied afin de réviser les

réduire la durée du traitement du courrier, le service a fait l'acquisition d'un appareil à grande vitesse servant à l'affranchissement et au traitement du courrier et comportant un compteur d'affranchissement, une machine à insérer, et une machine à plier. La Division a mis sur pied un système d'imputation des frais aux directions.

La section des locaux et télécommunications a consacré essentiellement son activité au futur déménagement de l'administration centrale à Place du Portage. Elle a dû tout envisager en vue du déménagement qui s'annonce. Ainsi, un poste administratif témoin semblable à celui qui existait à Place du Portage a été créé afin d'en vérifier l'efficacité. Plusieurs requêtes relatives à des modifications dans l'aménagement des bureaux régionaux ont été reportées à une date ultérieure en attendant la décentralisation du Ministère.

### Division du traitement des données

La Division du traitement des données a repensé grandement son système informatique qui permet dans le cadre de l'Enquête annuelle sur les organisations de travailleurs d'obtenir des statistiques sur les effectifs des syndicats nationaux et internationaux. Grâce à cette réorganisation, elle a pu réduire considérablement les frais d'exploitation tout en fournissant des renseignements plus sérieux à des fins de publication et de recherche dans les ministères. En outre, elle a mis sur pied un programme spécial visant à instaurer un système informatique qui traiterait des données sur les travailleurs à temps partiel, recueillies à la suite de l'Enquête annuelle sur les taux de salaires et de traitements.

La Division a augmenté les capacités des systèmes de conventions et de négociations collectives qui comportent désormais une mémoire à microfiches et un mode d'extraction rapide des données permettant de répondre aux demandes de renseignements sur les conventions collectives en vigueur ou expirées. Vers la fin de l'année, la Division a entrepris une étude pilote afin d'analyser la possibilité d'implanter au sein du Ministère un système informatique permanent de gestion à fichier central.

### Division de la réforme administrative

La Division de la réforme administrative a poursuivi ses travaux sur l'élaboration d'un système centralisé de distribution du courrier au sein du Ministère.

Les services du courrier et de gestion des documents ont mis sur pied d'importants programmes afin de simplifier ces fonctions en vue du déménagement du Ministère à Hull.

La Division a prévu des bureaux de réception d'un nouveau genre à Place du Portage et même fait l'essai d'un bureau modèle dans nos locaux actuels.

Les services de transcription ont fait l'objet d'une étude et un rapport a été soumis.

La section de la gestion des formules a poursuivi son programme de conception d'imprimés et favorisé l'emploi d'imprimés normalisés afin de réaliser des économies. Elle a fortement encouragé l'utilisation des enveloppes uniformisées et tenté de supprimer l'usage d'enveloppes pour la distribution du courrier à l'intérieur comme à l'extérieur du Ministère. Enfin, elle a continué de participer au Programme de diffusion du symbole fédéral.



normés à Bruxelles, Londres et Washington et diffuse des renseignements sur des questions sociales et ouvrières aux autres ministères fédéraux ainsi qu'aux ministères provinciaux du Travail. Dans l'exécution de leurs fonctions, les conseillers du travail ont représenté le Canada à un certain nombre de réunions de l'OIT et de l'OCDE ainsi qu'à divers congrès syndicaux, nationaux et internationaux.

## • Services financiers et administratifs

Au cours de l'année, la Direction des services financiers et administratifs a mené plusieurs études qui ont été approuvées et appliquées afin d'assurer un meilleur service aux chefs de direction et aux directeurs de programmes.

### Division des services financiers

La Division des services financiers a mis en place des systèmes améliorés de planification, de comptabilité et d'établissement de rapports afin de permettre un meilleur contrôle administratif et une utilisation plus judicieuse des fonds.

En collaboration avec la Commission d'assurance-chômage, la Division a mis au point à l'égard du Compte d'ordre des normes du travail de nouvelles méthodes permettant de repérer plus facilement les personnes qui étaient auparavant employées par des entreprises du ressort fédéral et auxquelles le Ministère doit de l'argent.

### Division des services de bureau

Durant l'année, la Division de la réforme administrative a entrepris une étude sur l'activité des Services du courrier et de gestion des documents du ministère; elle prévoit appliquer au cours de 1975 les recommandations proposées dans l'étude. Les travaux qui ont entouré la révision des systèmes de classification des dossiers au sein d'un certain nombre de directions ont progressé sensiblement et amène l'adoption de ces systèmes par certaines sections, notamment le Bureau de la main-d'œuvre féminine, la Bibliothèque du Ministère, les services généraux et la Direction des justes méthodes d'emploi.

Les services de transcription ont fait l'acquisition d'un système qui automatise complètement l'édition et l'entreposage des documents dactylographiés et assure une présentation plus soignée. Ce nouveau système, qui comporte deux machines électroniques de traitement des mots, permet de réduire grandement les dépenses et les pertes de temps.

Au cours de l'année, la sous-section de l'entreposage de la section de la gestion du matériel a fait l'objet d'une réorganisation; elle a en effet fusionné avec la sous-section de la gestion des stocks afin de fournir un meilleur service aux directions clientes. Cette section de la gestion du matériel a participé à une étude du ministère des Approvisionnement et Services qui proposait l'établissement d'un "Système intégré de l'approvisionnement fédéral"; dans le cadre de ce système, plusieurs des fonctions de la section relèveraient directement du ministère des Approvisionnements et Services auquel de nombreuses recommandations ont été soumises.

Le service du courrier et de messagerie, qui a été détaché de la section de la gestion des documents, forme désormais une section distincte de la Division des services de bureau. Afin de

La Division des services internationaux coordonne les travaux de trois conseillers du travail

## Division des services internationaux

La Division a préparé des documents d'information en prévision de la cinquième réunion des sous-ministres du Travail pour l'examen de questions concernant l'OIT et coordonné l'établissement de rapports destinés à l'OIT sur l'application des conventions ratifiées par le Canada. a eu lieu en juin 1974.

En collaboration avec les provinces, la Division a préparé les réponses au questionnaire de l'OIT concernant la "Création de mécanismes tripartites chargés de promouvoir la mise en oeuvre des normes internationales du travail" et défini la position du gouvernement canadien sur divers points techniques figurant à l'ordre du jour de la 59e session de la Conférence internationale du Travail qui

ces études. A la suite de la décision prise lors de la cinquième réunion des sous-ministres fédéral et provinciaux du Travail pour l'examen de questions concernant l'OIT, la Division a étudié en particulier les Conventions traitant de l'hygiène et de la sécurité professionnelles et préparé une analyse détaillée de la situation qui prévaut actuellement au Canada pour ce qui regarde les Conventions de l'OIT portant sur le benzène, le poids maximum, l'hygiène (commerce et bureaux) et la protection contre les radiations. Des projets d'étude sur chacune de ces conventions ont été distribués aux provinces afin de recueillir leurs observations en vue de la publication éventuelle de

gouvernement canadien. assurer l'observation intégrale et la ratification éventuelle des conventions de l'OIT par le quelle mesure le Canada se conforme à celles-ci et de préconiser les moyens qui s'imposent pour ces conventions aux dispositions des lois fédérales et provinciales pertinentes afin d'établir dans considérées comme présentant le plus d'intérêt pour le Canada. Elle a comparé les exigences de La Division des normes internationales a poursuivi ses analyses de diverses conventions de l'OIT

## Divisions des normes internationales

Au cours de l'année, quelque 20 programmes ont été établis. La Division s'est également chargée de l'organisation, de l'administration et de la direction générale des programmes de formation à l'intention des stagiaires venus d'outre-mer dans le cadre de programmes de bourses de perfectionnement de l'OIT ou de programmes bilatéraux de formation.

Les travaux du Comité de la main-d'oeuvre et des affaires sociales de l'OCDE, en particulier ceux du Groupe de Travail sur les relations industrielles au sein duquel il était représenté, ont continué d'intéresser le Ministère.

février 1975. Conseil d'administration de l'OIT, qui se sont tenues respectivement en mai et novembre 1974 et en janvier 1975. La Direction a également représenté le Canada à la 193e, 194e et 195e sessions du technique tripartite pour les industries du bois et de l'ameublement, qui a eu lieu à Genève en l'OIT, qui s'est déroulée à Mexico du 25 novembre au 6 décembre 1974 et à la deuxième Réunion du directeur adjoint de la Direction, à la dixième Conférence des Etats d'Amérique membres de Réunion préparatoire de l'aviation civile, qui a eu lieu à Genève en octobre 1974 sous la présidence travailleurs aux décisions dans l'entreprise, qui s'est tenu à Oslo (Norvège) en août 1974, à la De même, la Division a coordonné la participation du Canada au Colloque sur la participation des

## • Affaires internationales du travail

La Direction des affaires internationales du travail est chargée de coordonner la participation du Canada à l'activité de l'Organisation internationale du Travail, d'assurer une meilleure compréhension des politiques du travail et des programmes de relations industrielles des pays étrangers et de renforcer les relations fédérales-provinciales dans le domaine du travail.

La Direction a organisé la cinquième réunion des sous-ministres fédéral et provinciaux du Travail pour l'examen de questions concernant l'OIT, tenue à Ottawa les 9 et 10 mai 1974 sous la présidence du sous-ministre du Travail du Canada. Les participants y ont discuté des principales questions à l'ordre du jour de la 59e session de la Conférence internationale du Travail qui a eu lieu à Genève en juin 1974, et ils ont réexaminé un certain nombre de conventions de l'OIT qui avaient été discutées à la précédente réunion en mai 1973. D'autres conventions que la Direction avait étudiées durant l'année ont fait l'objet d'un examen pour déterminer le degré de conformité du Canada avec ces conventions et établir sa position concernant leur ratification. Ces conventions avaient trait au travail dans les ports, à l'âge minimum d'admission à l'emploi, au repos hebdomadaire (commerce et bureaux) et aux clauses de travail (contrats publics).

La Direction se charge du secrétariat de l'Association canadienne des administrateurs de la législation ouvrière, qui fait office d'organe d'échange de points de vue et d'expérience dans le domaine du travail pour les hauts fonctionnaires des ministères fédéral et provinciaux du Travail. L'ACALO a tenu sa 33e réunion annuelle à Edmonton (Alb.) du 17 au 20 septembre 1974; M. R.E. Anderson, sous-ministre du Travail de la Nouvelle-Écosse, a été élu à la présidence.

### Division des programmes

La Division des programmes s'occupe de la participation de délégations tripartites du Canada aux réunions de l'OIT et d'autres organisations internationales dont l'OCDE.

Au cours de l'année, la Division a coordonné la participation du Canada à la 59e session de la Conférence internationale du Travail qui s'est tenue à Genève du 5 au 26 juin 1974. Les participants à la Conférence ont adopté la Convention sur le cancer professionnel, qui engage les pays ayant ratifiée à déterminer les substances qui devraient être interdites ou contrôlées et à les remplacer dans la mesure du possible, par des substances moins nocives, à réduire le nombre de travailleurs pouvant y être exposés, à prescrire des mesures de protection, à informer les travailleurs des risques possibles et de la façon de les éviter, à surveiller l'état de santé des travailleurs exposés afin de pouvoir juger de l'efficacité du programme de prévention et à mettre en vigueur toutes ces dispositions par voie de législation ou par toute autre méthode qui aura été adoptée après consultation des travailleurs et des employeurs. La Convention est suivie d'une recommandation qui expose les méthodes de mise en application de ces principes. Les représentants à la Conférence ont également adopté une Convention sur le congé-éducation payé, qui est aussi suivie d'une recommandation. Aux termes de ladite Convention, l'expression "congé-éducation payé" signifie un congé accordé à un travailleur à des fins éducatives pour une période déterminée pendant les heures de travail, avec versement de prestations financières adéquates. L'octroi du congé-éducation payé devra se faire à des fins de formation à tous les niveaux, ou encore à des fins d'éducation générale, sociale, civique ou syndicale.





acquisitions. La publication intitulée *Table des matières* qui paraît deux fois par semaine donne le contenu des numéros récents des principaux périodiques portant sur les relations industrielles. La Bibliothèque offre un service de photocopie au personnel du Ministère ainsi qu'à tous ceux qui désirent faire reproduire certains documents pour les besoins de leurs recherches.

En juin 1975, la Bibliothèque a été l'hôte de la conférence annuelle du Comité des bibliothécaires d'universités spécialisées en relations industrielles, organisée sous les auspices du ministère du Travail du Canada. L'édition de 1973 de la publication annuelle intitulée *Thèses et dissertations sur les relations industrielles* a été réalisée par la Bibliothèque pour le compte du Comité et distribuée. après la conférence, aux bibliothèques membres au Canada et aux États-Unis ainsi qu'à toutes autres bibliothèques intéressées.

La Bibliothèque, en collaboration avec les autres membres du Comité des bibliothécaires d'universités spécialisées en relations industrielles, a participé à l'établissement d'une terminologie portant sur les relations industrielles et les relations du travail, qui sera intégrée à un service de répertoriage par ordinateur auquel la Bibliothèque aura accès. Grâce à ce service, la Bibliothèque pourra extraire des informations au moyen de techniques plus perfectionnées qui permettront une analyse plus détaillée et plus précise des articles contenus dans les principales publications traitant d'économie et de relations industrielles.

La Bibliothèque assure un service de consultation aux usagers, établit des bibliographies et diffuse chaque semaine le *Bulletin de la bibliothèque*, sorte de répertoire d'articles récents et des nouvelles le premier poste de sous-ministre du Travail du Canada.

La Bibliothèque offre des services complets non seulement au personnel du ministère du Travail, mais aussi aux bibliothèques d'autres ministères, des industries et des universités ainsi qu'aux bibliothèques municipales; de plus, elle s'adresse aussi aux étudiants, aux professeurs et aux chercheurs. La Bibliothèque réunit essentiellement des documents traitant des relations industrielles, de l'économie, des normes du travail, de l'égalité des chances dans l'emploi, etc. Elle détient, entre autres, un vaste éventail de publications portant sur les relations industrielles et l'économie, de comptes rendus et des journaux syndicaux, ainsi que des rapports annuels. La collection historique rassemble d'anciens journaux syndicaux canadiens, les rapports des premières commissions royales d'enquête et les écrits de Mackenzie King à l'époque où il occupait

## • Bibliothèque

La Direction a également rédigé un rapport annuel et des documents à l'intention de l'Association canadienne des administrateurs de la législation ouvrière et présente des rapports aux ministères ci-après : Main-d'œuvre et Immigration, Consommation et Corporations, Industrie et Commerce, Affaires indiennes et du Nord et Statistique Canada. Elle a procédé à une étude comparative de certaines conventions de l'OIT et de la législation canadienne. Enfin, elle a prêté main forte à plusieurs pays comme le Japon, la Chine, la Jamaïque et l'Iran dans les recherches qu'ils ont entreprises sur la législation étrangère.

Le programme des publications périodiques englobe la publication annuelle, *Les normes du travail au Canada*, la publication semestrielle, *Revue de la législation*, une série d'articles dans *La Gazette du Travail* sur l'évolution de la législation, un *Journal des causes ouvrières* et des documents de référence sur les taux de salaire minimum au Canada, la protection contre le bruit dans l'industrie et les parties en suspension dans l'air (poussière). *Les droits de l'homme au Canada* est une nouvelle publication qui expose dans les grandes lignes la législation sur les droits de l'homme au Canada et donne un aperçu des décisions pertinentes qui ont été rendues par les tribunaux. Un document intitulé *1974 Réparation des accidents du travail : le travailleur agricole* analyse et passe en revue la législation régissant la protection du travailleur agricole. Afin d'aider les instances administratives à reconnaître les critères communs qui gouvernent la législation ayant trait aux relations de travail pour les groupes spéciaux, la Direction des recherches sur la législation a entrepris une étude dont les résultats ont été réunis dans un rapport intitulé *Législation ayant trait aux relations de travail pour les groupes spéciaux au Canada*.

La Direction des recherches sur la législation assure des services consultatifs et de renseignements dans le domaine des affaires du travail, par exemple, l'application et l'interprétation de la législation du travail par les tribunaux judiciaires et administratifs et les organismes gouvernementaux et la procédure administrative qui s'y rapporte. Par conséquent, la Direction offre un service d'enquêtes à l'intention de toutes les administrations et prépare des publications périodiques et des études spéciales.

## • Recherches sur la législation

universités, qui subventionne des travaux de recherche portant sur les aspects socio-économiques des relations industrielles.



La Division a terminé la rédaction des rapports préliminaires des études sur les caractéristiques économiques des établissements industriels à bas salaires et sur la portée des variations salariales. c'est-à-dire l'influence de certaines ententes de salaires négociées collectivement sur l'orientation des accords subséquents.

La Division a également entrepris des travaux de recherche sur les tendances et les causes des disparités régionales dans les revenus des travailleurs et sur le rapport qui existe entre l'évolution des salaires et des traitements et celle des avantages sociaux. Elle a terminé une étude sur la gestion des régimes de rémunération des employés.

## **Recherche à l'appui des programmes**

Le Groupe de recherche à l'appui des programmes fournit des services de consultation et de recherche aux fins des programmes de relations industrielles et de normes de l'emploi du Ministère. Il comprend deux divisions : celle des industries du ressort fédéral et celle des recherches sur les pensions et les assurances. Les fonctions de l'ancienne Division de la recherche opérationnelle ont été réparties entre les autres divisions au sein de la Direction.

## **Division des industries du ressort fédéral**

Les principales activités de la Division des industries du ressort fédéral visent à appuyer la Direction de la conciliation et de l'arbitrage du Ministère. Au cours de l'année, des services de soutien ont été assurés dans le cas d'un certain nombre de conflits du travail dans l'industrie du transport. La Division a aussi entrepris plusieurs études et programmes pour le compte des Directions des normes du travail, des Affaires internationales du travail et des Services syndicaux-patronaux.

## **Division des recherches sur les pensions et les assurances**

La Division des recherches sur les pensions et les assurances a recueilli et analysé des données sur les régimes de pension dans les établissements relevant de la compétence fédérale. À partir des recherches effectuées par la Division, des modifications ont été apportées en vue de hausser le montant d'allocations payables en vertu des Programmes d'allocation d'aide à l'adaptation des travailleurs pour les travailleurs déplacés des industries du textile, du vêtement, de la chaussure et du tannage.

Au cours de l'année, la Division s'est chargée de certains secteurs de recherche dans le domaine des normes du travail; elle a mené des études pour le compte du Bureau international du travail et dressé des statistiques sur les décès et les blessures résultant d'accidents du travail survenus au Canada. Elle a aussi assuré des services de soutien à d'autres directions dans les domaines se rapportant aux régimes de pensions et d'assurances et aux normes de l'emploi, et a dispensé des services de consultation à d'autres ministères, à des syndicats ouvriers et à des particuliers.

## **Programme de recherche du ministère du Travail et des universités**

Treize subventions, représentant une somme globale de \$40,000, ont été accordées à des diplômés et à des professeurs d'université en vertu du Programme de recherche du ministère du Travail et des

## Recherche sur la politique

Le Groupe de la recherche sur la politique, qui comprend la Division des recherches sur les relations industrielles et celle des enquêtes sur les salaires, dirige la recherche sur les relations industrielles et sur la détermination des salaires et des avantages sociaux. De plus, il est chargé de la gestion du programme d'initiatives nouvelles dans le domaine de la recherche.

Dans le cadre du programme d'initiatives nouvelles, la Division a publié la seconde édition du *Répertoire des cours de relations du travail et industrielles* ainsi que les travaux des délégués au colloque de 1973 intitulé *Measuring the Quality of Working Life*. Au nombre des programmes qui ont été achevés pendant l'année, il faut souligner notamment plusieurs études de cas sur les nouvelles pratiques en usage dans le domaine des relations industrielles ainsi qu'une série d'études sur les besoins en matière de ressources financières et humaines des syndicats et du patronat dans les domaines de la formation et de la recherche en relations industrielles.

## Division des recherches sur les relations industrielles

La Division des recherches sur les relations industrielles effectue des recherches sur divers aspects des relations industrielles afin de satisfaire les besoins à court et à long termes du Ministère et des autres organismes et groupes d'intérêt.

Les principaux domaines qui ont continué de susciter une activité intense concernant les arrêts de travail durant la période d'application des conventions, le rejet par les syndicats des ententes provisoires conclues par leurs équipes de négociation et les causes de ces rejets. La première enquête sur les associations d'employeurs engagées directement ou indirectement dans la négociation collective a été menée en vue de permettre l'établissement d'un répertoire des associations d'employeurs au Canada. En outre, la Division a entrepris de procéder à une description concise du système des relations industrielles au Canada afin de satisfaire à la demande de nombreux organismes au Canada et à l'étranger. Elle a aussi participé à des études concernant la création du Conseil canadien des relations ouvrières, notamment une étude comparée portant sur les pratiques en matière de consultation tripartite dans divers pays.

La Division a publié l'édition 1973 du rapport intitulé *La recherche sur les relations industrielles au Canada*. Il s'agit d'un compte rendu de la recherche entreprise par des établissements universitaires, des particuliers et des ministères des gouvernements fédéral et provinciaux dans les divers domaines des relations industrielles. La Division a aussi entretenu des rapports constants avec les chercheurs et les praticiens dans ce secteur.

## Division des recherches sur les salaires

La Division des recherches sur les salaires a poursuivi ses recherches sur les nombreux facteurs de l'évolution des salaires et leurs répercussions au niveau de la politique économique et sociale. Pendant l'année, elle s'est aussi chargée des recherches sur le salaire minimum en vigueur dans les entreprises fédérales (en vertu du Code canadien du travail).

La Division a publié un rapport intitulé *Evolution des heures de travail*. Ce dernier trace l'évolution, d'une part, vers la réduction de la durée hebdomadaire du travail depuis la seconde guerre mondiale et, d'autre part, vers l'augmentation du nombre des heures rémunérées hors du lieu de travail, par exemple, les jours fériés et les congés annuels; et enfin, il fait l'analyse de réalisations récentes, par exemple, l'horaire variable de travail.

Durant l'année, les travaux qui ont entouré deux études spéciales dont l'une porte sur la croissance des syndicats et des organisations d'employés au cours des années 1960 et l'autre sur les clauses contenues dans les statuts des syndicats à l'oeuvre au Canada qui habilitent ces derniers à déclencher la grève et à négocier des conventions, ont progressé sensiblement.

Dans le domaine des grèves et des lock-out, la Division a publié tous les mois un bulletin de recherches intitulé *Arrêts de travail*. Cette publication à caractère périodique présente des données statistiques, des résultats d'analyses et des tableaux rétrospectifs portant sur un mois et sur une année. D'autres renseignements sur les arrêts de travail sont publiés tous les mois dans *La Gazette du Travail* ainsi que dans l'édition annuelle de *Grèves et lock-out au Canada*. Les Centres de main-d'oeuvre du Canada du ministère de la Main-d'oeuvre et de l'immigration constituent la principale source d'information dans ce domaine. Les rapports qu'ils envoient sont vérifiés et complétés à l'aide des renseignements fournis par les ministères provinciaux du Travail et d'autres organismes. Durant l'année, de nouvelles améliorations visant à faciliter l'extraction des données relatives aux grèves ont été apportées dans le domaine de la mise sur ordinateurs de ce genre de renseignements.

La Division a répondu à un nombre croissant de demandes spéciales de renseignements provenant des divers milieux gouvernementaux, des syndicats, du patronat, des groupes de recherches et du public.

## Division des enquêtes

La Division des enquêtes rassemble et diffuse des renseignements sur les taux de salaire, par catégorie professionnelle, et sur les conditions de travail des employés dans l'industrie au Canada. Elle mène également des enquêtes spéciales au besoin, et en collaboration avec Statistique Canada, elle procède à une enquête annuelle sur les coûts de main-d'oeuvre dans certaines entreprises choisies.

La publication des résultats définitifs de l'enquête du 1<sup>er</sup> octobre 1973 sur les taux de salaire et les conditions de travail a été achevée. Les renseignements sur les taux de salaire et de traitement, par catégorie professionnelle, ont été publiés en deux volumes. Le premier rapport renferme des données sur les occupations dans les secteurs des bureaux, d'entretien et de services et sur les emplois de manoeuvre dans 87 grandes villes au Canada; le second contient des renseignements sur les occupations dans quelque 90 industries choisies. Les renseignements sur les conditions de travail ont paru dans l'édition de 1973 de la publication annuelle intitulée *Conditions de travail dans l'industrie canadienne*.

Le rapport de l'Enquête de 1974 sur les taux de salaire et les conditions de travail diffère des éditions précédentes. À la suite d'importantes recommandations qu'une société de conseils en gestion a formulées dans une étude, les données sur les taux de salaire seront désormais publiées sous la forme de 35 fascicules distincts établis par localité donnée. Ces brochures renfermeront des renseignements plus détaillés que par les années passées; des tableaux distincts donneront les taux de salaire dans les entreprises syndiquées et non syndiquées et selon la taille de l'établissement.

Enfin, la Division a mené une enquête sur les taux de salaire dans les établissements industriels relevant du Code canadien du travail.



La Division publie tous les mois la *Revue de la négociation collective* et, une fois l'an le *Calendrier d'expiration des conventions collectives*. La *Revue* énonce dans les grandes lignes les dispositions des grandes conventions collectives visant 500 employés ou plus (sauf celles de l'industrie de la construction) et le *Calendrier* donne la liste des conventions expirant au cours de l'année civile. De plus, la Division a publié un bulletin trimestriel de recherche intitulé *Évolution des salaires*, qui réunit trois séries de données statistiques : la première porte sur le niveau moyen des salaires de base dans le cadre des ententes conclues au cours de la période étudiée ; la seconde rassemble des renseignements analogues, mais pour des accords renfermant une clause d'indemnité de vie chère ; enfin, la troisième donne l'indice des variations du niveau moyen des salaires de base pour toutes les grandes conventions en vigueur. Une *Revue* annuelle sur l'évolution de ces salaires a également été publiée par la Division.

La Division a continué à collaborer avec le ministère du Travail de l'Ontario pour la publication d'une revue mensuelle intitulée *Collective Bargaining Settlements in Ontario* ; celle-ci contient des renseignements sur les conditions de règlement de toutes les conventions collectives touchant plus de 200 employés.

En collaboration avec l'Association canadienne de la construction, la Division a publié des analyses de conventions qui font état des tendances dans le domaine des salaires et des conditions de travail dans cette industrie.

La Division a publié un rapport intitulé *Dispositions de grandes conventions collectives concernant les employés dans l'industrie manufacturière au Canada*, qui présente pour chacune des branches de l'industrie manufacturière, comme pour l'ensemble de celle-ci, une analyse statistique des principales dispositions des grandes conventions collectives.

La Division a répondu à un grand nombre de demandes de renseignements particuliers provenant des syndicats, du patronat, d'autres sources gouvernementales et de chercheurs. En outre, le travail de planification et de programmation en vue d'accroître la capacité d'extraction des données a été poursuivi.

### Division des organisations de travailleurs et des conflits du travail

La Division des organisations de travailleurs et des conflits du travail recueille, analyse et publie des renseignements sur le mouvement ouvrier au Canada et sur les arrêts de travail provoqués par les grèves et les lock-out. De plus, elle est chargée d'établir, à des fins d'inspection, des dossiers sur la Section "A" (partie non confidentielle) des déclarations fournies par les syndicats ouvriers en vertu de la Loi sur les déclarations des corporations et des syndicats ouvriers.

Durant l'année, la Division a préparé et publié l'édition 1973 intitulée *Organisations de travailleurs au Canada*. Cette publication annuelle renferme des tableaux statistiques sur les effectifs syndicaux suivant l'affiliation, la structure et l'ampleur des syndicats. Elle comprend également un répertoire complet des organisations de travailleurs à l'œuvre au Canada, donne les noms de leurs principaux dirigeants et les titres de leurs publications et indique la répartition géographique des sections locales. Les principaux renseignements contenus dans cette publication sont tirés essentiellement des déclarations faites en vertu de la Loi sur les déclarations des corporations et des syndicats ouvriers dont l'application relève de Statistique Canada ; des données additionnelles recueillies auprès d'organisations non assujetties à la Loi susmentionnée sont obtenues par voie d'enquêtes directes. Des études détaillées sur les effectifs syndicaux par industrie et par province ont paru dans *La Gazette du Travail*. En outre, la Division a préparé à l'intention des ministères provinciaux du Travail des données de base et des tableaux établis mécanographiquement visant à satisfaire leurs divers besoins.

# Programme de recherches et de développement

## ● Économique et Recherches

Le Programme de recherches et de développement assure les services de statistique et de recherche lors de l'élaboration et du soutien de la politique et des programmes du Ministère et à d'autres fins syndicales-patronales d'ordre général. De hauts fonctionnaires affectés au Programme sont membres d'un certain nombre de comités interministériels chargés d'élaborer des programmes et d'appliquer la recherche dans le domaine du travail. Trois directions se partagent l'application du programme de recherches et de développement : ce sont la Direction de l'économie et des recherches, la Direction des recherches sur la législation et la Bibliothèque.

En tant que participante au programme de recherches et de développement, la Direction de l'économie et des recherches oeuvre dans le domaine de l'économie du travail et des relations industrielles. Les fonctions de la Division se répartissent en trois grandes catégories : l'établissement de la statistique, recherche sur la politique et recherche à l'appui des programmes. La Direction comporte huit divisions, à savoir, analyse économique, négociation collective, organisations de travailleurs et conflits du travail, enquêtes, industries du ressort fédéral, recherche sur les pensions et les assurances, relations industrielles et recherches sur les salaires. Enfin, la Direction gère le Programme de recherche du ministère du Travail et des universités.

### Division de l'analyse économique

La Division de l'analyse économique a pour fonction principale de procéder à des analyses et de dispenser des conseils sur les conditions économiques en général et l'évolution de la politique économique au Canada et à l'étranger, particulièrement dans les domaines qui ont une influence certaine sur les programmes du Ministère. Elle a établi, au cours de l'année, divers rapports à l'intention du Ministère et analysé puis résumé des documents et des mémoires à caractère économique pour faciliter l'adoption d'attitudes et de politiques ministérielles.

### Etablissement de la statistique

Le Groupe de l'établissement de la statistique est chargé des travaux de statistique du Ministère, notamment des enquêtes et des rapports sur les salaires, les conditions de travail, les arrêts de travail, les organisations de travailleurs et les accords conclus par voie de négociations collectives.

### Division de la négociation collective

La Division de la négociation collective rassemble, analyse et prépare des rapports sur les modalités et les conditions des conventions collectives. Elle possède également une bibliothèque comportant 12,000 conventions collectives, et des exemplaires d'un grand nombre de documents portant sur les régimes d'assurance-maladie, de bien-être social et de pensions.





## • Bureau de la main-d'œuvre féminine

Le Bureau de la main-d'œuvre féminine vise essentiellement à accélérer l'évolution au Canada des attitudes et pratiques qui portent atteinte à la situation de la femme dans la société en général et, plus particulièrement, de la femme au sein de la population active.

Le Bureau a continué de recueillir et d'analyser des données provenant de diverses sources afin de disposer de renseignements à jour et pertinents en matière de statistique et de recherche, concernant la femme dans la population active.

En outre, le Bureau a publié deux publications importantes qui ont soulevé un intérêt considérable parmi la population : *Les femmes dans la population active : Faits et données* qui est remise à jour annuellement et *Bureau de la main-d'œuvre féminine*, qui reproduit les principaux discours prononcés par la directrice du Bureau. Il a dû également faire réimprimer d'anciens numéros de ces ouvrages afin de satisfaire à une forte demande. De plus, au cours de l'année, le Bureau a eu à répondre à un nombre croissant de demandes de personnes-cibles qui pourraient participer à des ateliers de travail et à des réunions, et agir à titre d'orateur principal à des conférences, des congrès et autres rencontres importantes.

Les membres du Bureau ont fait partie d'un certain nombre de comités interministériels dont le Comité interministériel de la recherche qui se compose de représentants du ministère de la Santé nationale et du Bien-être social, de Statistique Canada, du ministère de la Main-d'œuvre et de l'immigration et de représentants d'autres organismes, selon les besoins. Des représentants du Bureau ont participé aux travaux des Comités interministériels de la planification familiale, de la population, des droits de l'homme, de la promotion de la femme et de l'Année internationale de la femme.

Le Bureau a continué à jouer un rôle actif sur la scène internationale. Un membre du Bureau a rempli les fonctions de secrétaire administratif auprès de la délégation canadienne à la Conférence internationale du Travail qui s'est tenue à Genève. La directrice du Bureau a participé à la réunion des experts sur l'égalité de rémunération qui a été parrainée par l'Organisation internationale du travail et a dirigé à titre de présidente le groupe de travail sur le rôle des femmes dans l'économie dont les membres se sont réunis à Paris sous les auspices de l'Organisation de coopération et de développement économiques.

Les médias d'information, tant au Canada qu'à l'étranger, ont fait grand état des travaux du Bureau de la main-d'œuvre féminine. En outre, des membres du personnel du Bureau ont participé à de nombreuses entrevues à la radio, à la télévision et pour la presse écrite; le Bureau a aussi fait passer des annonces éclair à la radio et à la télévision sur des sujets intéressant les travailleuses.

<sup>1</sup> Treize demandes d'indemnisation ont été rejetées parce qu'elles n'entraient pas dans le champ d'application de la Loi. Cependant, à la fin de l'année, aucune décision n'avait été prise dans le cas d'une demande d'indemnisation.

Sociétés de transport assurées	Nombre de marins (approx.).	Demandes d'indemnisation reçues	Cas d'indemnisation pour incapacité temporaire	Cas d'indemnisation pour incapacité permanente	Accidents mortels	
1970-1971	34	2,250	41	35	0	6
1971-1972	30	2,000	31	26	3	2
1972-1973	26	1,850	33	31	5	2
1973-1974	27	1,900	28	18	5	2
1974-1975	23	1,600	31 <sup>1</sup>	14	3	1

## Loi sur l'indemnisation des marins marchands: résumé statistique

Tableau 4

<sup>1</sup> La statistique est fondée sur les demandes d'indemnisation reçues au cours de l'année financière 1974-1975.

<sup>2</sup> Le "taux de fréquence des accidents entraînant invalidité" représente le nombre d'accidents entraînant invalidité par million d'heures-hommes accomplies.

<sup>3</sup> Le "nombre total d'accidents" est fondé sur le nombre d'accidents ayant nécessité des soins médicaux et le nombre d'accidents ayant entraîné invalidité. L'emploi est calculé d'après les heures-hommes accomplies sur la base de 1,950 heures-hommes par année-homme.

Verme royale canadienne	71	45,63	124	15,54
Office canadien du poisson saie	0	0	0	0
Office de commercialisation du poisson d'eau douce	90	281,43	126	76,83
Office national du film	15	7,77	25	2,53
Seaway International Bridge Corporation Limited	13	7,16	23	2,47
Société canadienne des communications transmarines	48	7,89	104	3,33
Société centrale d'hypothèques et de logement	0	0	0	0
Société d'assurance-dépôts du Canada	0	0	0	0
Société de développement de l'industrie cinématographique canadienne	0	0	0	0
Société des transports du Nord Limitée	36	43,13	135	31,54
Société du crédit agricole	1	0,76	3	0,44
Société Radio-Canada	189	8,77	368	3,33
Sous-total	1,047	15,27	2,087	5,93
Société de développement du Cap-Breton	1,757	368,22	2,249	91,91
Total	2,804	37,95	4,336	11,44

(suite)

(suite)

Sciences et technologie	0	0	0	0
Secrétariat d'Etat	3	0,65	11	0,47
Sénat	1	2,05	2	0,10
Service canadien des pénitenciers	492	31,63	840	10,53
Soliciteur général	0	0	0	0
Statistique Canada	61	5,94	120	2,28
Transports:				
—Administration	8	3,58	19	1,06
—Services de la marine	308	24,21	780	11,95
—Services du transport aérien	322	12,64	690	5,28
Travail	7	4,61	13	1,67
Travaux publics	260	15,34	529	6,09
Total	13,264	23,25	22,892	7,82

B. Organismes gouvernementaux non assujettis à la politique du Conseil du Trésor en matière de sécurité du travail

Organisme	Accidents ayant entraîné incapacité	Taux de fréquence des accidents ayant entraîné incapacité <sup>2</sup>	Nombre total d'accidents	Nombre d'accidents par 100 employés
Administration de l'Atlantique	5	21,37	6	5,00
Administration de pilotage des Grands lacs	0	0	1	0,90
Administration de pilotage des lacs avertis	2	9,77	2	1,70
Administration de pilotage du Pacifique	2	18,32	3	5,36
Administration de la Voie maritime du Saint-Laurent	75	23,32	172	10,43
Arsenaux canadiens Limitée	17	18,28	45	9,43
Centre de recherche pour le développement international	0	0	0	0
Centre national des arts	12	11,55	29	5,44
Commission de contrôle de l'énergie atomique	0	0	0	0
Commission d'énergie du Nord canadien	27	29,71	74	15,88
Commission d'enquête (DEVCO)	0	0	2	0
Commission d'étude des revendications des Indiens	0	0	0	0
Commission des relations de travail dans la Fonction publique	0	0	0	0
Commission internationale des pêcheries de l'Atlantique	0	0	0	0
Commission internationale des pêcheries de l'Atlantique	0	0	0	0
Commission internationale des pêcheries de l'Atlantique	0	0	0	0
Commission internationale des pêcheries de l'Atlantique	1	8,01	3	4,69
Compagnie des jeunes Canadiens	0	0	0	0
Conseil canadien des ministres des Ressources	0	0	0	0
Conseil canadien des normes	0	0	0	0
Conseil consultatif des districts bilingues	16	4,09	25	1,25
Conseil de recherches pour la défense	191	46,16	307	14,47
Conseil des ports nationaux	0	0	0	0
Conseil des recherches médicales	0	0	0	0
Conseil des sciences du Canada	0	0	0	0
Conseil économique du Canada	0	0	0	0
Conseil national de recherches	88	12,69	164	4,61
Construction de défense (1951) Limitée	2	5,23	3	1,53
Corporation de disposition des biens de la Couronne	1	9,96	9	17,31
Eldorado Aviation Limitée	60	39,05	114	13,51
Energie atomique du Canada	85	10,57	179	4,51



Tableau 3

Statistique des accidents<sup>1</sup>

A. Ministères de la Fonction publique

Ministère	Nombre d'accidents ayant entraîné incapacité	Taux de fréquence des accidents ayant entraîné <sup>2</sup> incapacité	Nombre total d'accidents	Nombre d'accidents par 100 <sup>3</sup> employés
Affaires extérieures . . . . .	10	1.02	25	0.50
Affaires des anciens combattants . . . . .	359	20.56	446	4.98
Affaires indiennes et Nord canadien . . . . .	416	17.25	848	6.86
Affaires urbaines et logement . . . . .	3	5.20	3	1.01
Agence canadienne de développement international . . . . .	1	0.56	1	0.11
Agriculture . . . . .	290	13.57	671	6.12
Approuvisionnement et Services . . . . .	128	7.88	217	2.61
Archives publiques . . . . .	13	10.42	24	3.75
Assurances . . . . .	0	0	0	0
Bibliothèque nationale . . . . .	7	7.96	11	2.44
Bibliothèque du parlement . . . . .	0	0	0	0
Bureau de l'auditeur général . . . . .	0	0	0	0
Bureau du Conseil privé . . . . .	2	2.15	2	0.42
Chambre des communes . . . . .	40	8.68	78	3.30
Commissaire à la représentation officielles . . . . .	0	0	0	0
Commission canadienne des grains . . . . .	0	0	0	0
Commission canadienne des transports . . . . .	3	2.27	6	0.88
Commission d'appel de l'immigration . . . . .	0	0	0	0
Commission d'assurance chômage . . . . .	55	2.57	137	1.25
Commission de la capitale nationale . . . . .	69	36.03	130	13.24
Commission de la Fonction publique . . . . .	14	2.11	19	0.56
Commission de réforme du droit . . . . .	0	0	0	0
Commission de révision de l'impôt . . . . .	0	0	0	0
Commission mixte internationale . . . . .	1	34.19	1	6.67
Communications . . . . .	13	3.45	25	1.29
Conseil canadien des relations du travail . . . . .	0	0	0	0
Conseil de la radio-télévision canadienne . . . . .	0	0	1	0.24
Conseil du Trésor . . . . .	0	0	3	0.42
Consommation et Corporations . . . . .	17	3.33	35	1.34
Défense nationale . . . . .	2,739	36.52	4,926	12.81
Directeur général des élections Énergie, Mines et Ressources . . . . .	9	4.00	16	1.39
Environnement . . . . .	181	7.58	498	4.07
Expansión économique régionale . . . . .	48	12.64	102	5.24
Finances . . . . .	3	2.29	5	0.74
Gendarmerie royale du Canada . . . . .	54	10.45	101	3.81
Impératrice du gouvernement canadien . . . . .	12	3.63	21	1.24
Industrie et commerce . . . . .	5	0.95	20	0.74
Information Canada . . . . .	12	9.80	27	4.30
Justice . . . . .	4	1.90	5	0.46
Main-d'œuvre et Immigration . . . . .	58	2.27	135	1.03
Musées nationaux du Canada . . . . .	11	6.89	27	3.30
Office de répartition des approvisionnement d'énergie . . . . .	0	0	0	0
Office national de l'énergie . . . . .	1	1.58	4	1.23
Postes . . . . .	6,774	61.63	10,343	18.35
Résidence du gouverneur général . . . . .	0	0	1	1.28
Revenu national: - Données et Access . . . . .	110	5.76	238	2.43
- Impôt . . . . .	96	3.43	211	1.47
Santé nationale et Bien-être social . . . . .	123	6.60	239	2.50

Tableau 2

Loi concernant l'indemnisation des employés de l'État:  
indemnités versées et part des frais d'administration assumée par  
le gouvernement fédéral, par province

	Province	Frais d'indem- nisation versés en 1974-1975	Part des frais d'admini- stration pour l'année 1974	Total <sup>1</sup>
Terre-Neuve . . . . .	\$ 103,744.87	\$ 10,374.49	\$ 114,119.36	
Ile-du-Prince-Édouard . . . . .	42,655.12	4,800.00	47,455.12	
Nouvelle-Écosse . . . . .	435,594.70	43,559.47	479,154.17	
Nouvelle-Écosse (SDCB) . . . . .	2,608,578.01	260,857.81	2,869,435.82	
Nouvelle-Écosse (SDCB) — . . . . .				
Anciens cas de silicose) . . . . .	316,843.32	—	316,843.32	
Nouveau-Brunswick . . . . .	140,769.87	28,749.26	169,519.13	
Québec . . . . .	2,023,896.02	298,916.00	2,322,812.02	
Ontario . . . . .	2,217,696.54	275,017.92	2,492,714.46	
Manitoba . . . . .	218,476.69	48,781.46	267,258.15	
Saskatchewan . . . . .	546,891.78	103,327.64	650,219.42	
Alberta . . . . .	1,020,679.27	86,300.00	1,106,979.27	
Colombie-Britannique . . . . .	821,281.48	162,355.97	983,637.45	
Versements à l'égard des employés embauchés sur place à l'extérieur du Canada . . . . .	6,135.73	—	6,135.73	
TOTAL . . . . .	10,503,243.40	1,323,040.02	11,826,283.42	

<sup>1</sup> Y compris les indemnités versées à la suite des demandes formulées dans le cadre des programmes spéciaux de création d'emplois, dont la somme s'élève à \$42,000.00, au total.

Tableau 1  
Loi concernant l'indemnisation des employés de l'État:  
demandes d'indemnisation par province et catégorie en 1974 - 1975

Province	Blessures légères				Blessures graves				Demandes refusées <sup>1</sup>	Total
	Premiers soins <sup>1</sup>	Soins médicaux	Indemni- sation	Congé pour blessures <sup>2</sup>	Incapacité permanente	Décès	Demandes refusées <sup>1</sup>	Total		
Terre-Neuve	4	157	26	140	—	1	7	335		
Ile-du-Prince-Édouard	1	63	13	59	—	—	—	136		
Nouvelle-Écosse <sup>3</sup>	15	1,493	1,807	979	43	4	128	4,469		
Nouveau-Brunswick	43	422	31	335	3	—	14	848		
Québec	23	1,884	493	3,347	22	2	29	5,800		
Ontario	105	3,762	593	4,315	3	5	114	8,897		
Manitoba	8	521	151	516	2	2	18	1,218		
Saskatchewan	5	412	135	358	1	2	11	924		
Alberta	24	745	182	919	5	1	28	1,904		
Colombie-Britannique	45	1,463	231	1,152	1	—	34	2,926		
Yukon et Territoires du N.-O.	3	64	19	14	—	—	—	100		
A l'étranger	—	7	6	9	—	—	—	22		
TOTAL	282	11,209	3,748	12,174	80	17	383	27,893 <sup>4</sup>		

<sup>1</sup> Compris dans le total des demandes déclarées.  
<sup>2</sup> Cas où le salaire continue à être versé au lieu d'une indemnité.  
<sup>3</sup> Y compris 2,249 demandes de la Société de développement du Cap-Breton.  
<sup>4</sup> Exclut les 250 demandes dans le cadre de programmes spéciaux.



## Accidents du travail par industrie relevant de l'autorité fédérale, 1974

Nombre d'accidents						
Industrie	Accidents ayant entraîné incapacité	Accidents mortels	Nombre total d'accidents	Taux de fréquence des accidents ayant entraîné incapacité	Nombre d'accidents par 100 employés	
Banques	187	0	759	0.80	0.64	
Chemins de fer	2,511	3	22,324	17.39	30.12	
Communications	617	1	3,417	4.78	5.15	
Débardage	502	2	2,705	43.24	45.25	
Élévateurs à grains	838	3	3,689	27.74	23.73	
Entrepreneurs des postes	9	0	41	10.94	9.72	
Mines	1,923	1	4,422	165.29	74.08	
Minoteries et usines de grains de semence et de provende	1,016	3	3,207	31.92	19.59	
Pipe-lines	60	0	285	8.78	8.13	
Ponts et tunnels	11	0	39	20.00	13.81	
Radiodiffusion	296	0	1,182	6.15	4.79	
Sociétés de la Couronne	189	1	558	36.50	20.90	
Transport aérien	1,340	0	5,261	18.62	14.26	
Transport maritime	337	1	1,112	25.40	16.30	
Transport routier	7,105	10	15,173	55.54	23.10	
<b>Total</b>	<b>16,941</b>	<b>25</b>	<b>64,174</b>	<b>19.57</b>	<b>14.43</b>	

## Annexe B

## Accords concernant les services d'inspection de sécurité et nombre d'inspections, 1974-1975

Genre d'inspection					
Fonction publique	Entreprises fédérales	Technique (Chaudières, récepteurs sous pression, installations élect. et de gaz)		Générale	
		Nombre	%	Nombre	%
8,286	3,324	71	29	1,254	25
9,540	7,057	57	43	9,540	57
Total		11,610	100	4,987	100
		16,597	100		

## Frais approximatifs imputés à Travail Canada

Genre d'inspection					
Fonction publique	Entreprises fédérales <sup>2</sup>	Technique		Sécurité générale	
		Montant	%	Montant	%
355,750 <sup>1</sup>	62,750 <sup>1</sup>	85	15	74,250	25
430,000	284,350	60	40	430,000	60
Total <sup>3</sup>		418,500	100	295,850	100
		714,350	100		

- <sup>1</sup> Évalués à partir de relevés mensuels représentatifs en C.-B., en Alb., en Sask., et en Ont.  
<sup>2</sup> Frais d'inspections imputés aux organismes, moins les sommes reçues des employeurs.  
<sup>3</sup> Incomplet pour l'année 1974-1975. Frais imputés au Québec au 31 décembre 1974.

**Résumé – Répartition des Ressources,  
Division de la prévention des accidents (1<sup>er</sup> avril 1974 – 31 mars 1975)**

Activité extérieure	Nombre de visites	Pourcentage de l'ensemble du temps		
Contrôles de sécurité	239	2		
Gestion des programmes	981	10		
Etudes techniques	515	4		
Enquêtes sur les accidents	1,015	7		
Plaintes	179	1		
Consultation	264	3		
Inspections générales de sécurité et visites courantes	2,437	8		
	<b>5,630</b>	<b>35</b>		
Administration				
Accords fédéraux-provinciaux	3			
Règlements	15			
Education et formation	8			
Statistique	10			
Programmes techniques	3			
Administration générale				
	26			
<b>Total (Division de la prévention des accidents)</b>				<b>100</b>



s'applique pas lorsque le marin blessé a droit aux indemnités prévues par la Loi sur l'indemnisation des employés de l'Etat ou par une loi provinciale sur les accidents du travail.

L'employeur doit assumer le coût des indemnités fixées par la Commission et posséder une assurance qui couvrira les risques prévus dans la Loi.

Le 1er juillet 1974, on a augmenté le montant des indemnités payables aux survivants des marins décédés ainsi que les allocations mensuelles versées pour les repas et le logement gratuits assurés aux marins; en outre, le plafond des gains sur lequel se fonde le paiement des indemnités a été relevé.

Le tableau 4 donne un résumé statistique des demandes d'indemnisations reçues au cours des cinq dernières années.

Des pensions sont servies mensuellement à près de 2,350 employés, anciens employés ou à des personnes à leur charge pour des blessures subies en cours d'emploi (voir le tableau 2 pour le montant brut des indemnités versées et les frais d'administration).

La plupart des employés victimes d'accidents impliquant une tierce partie ont préféré présenter des demandes d'indemnisation en vertu de la Loi sur l'indemnisation des employés de l'État. Au total, 1,114 nouvelles demandes d'indemnisation de cette nature, soit une diminution de 120 par rapport à l'an dernier, ont été reçues. Compte tenu des 1,185 demandes encore en suspens au début de l'année, le nombre des demandes à l'étude s'élevait à 2,299. De ce total, 1,013 ont été traitées par la Division, soit qu'elles aient été réglées, soit qu'il n'y ait pas eu matière à poursuite contre la tierce partie, et 104 ont été déferées au ministère de la Justice pour plus ample considération. Au 1<sup>er</sup> avril 1975, 1,286 cas demeuraient en suspens, soit une hausse de 102 par rapport à l'année précédente. La Division a recouvré \$206,236.93 de tierces parties. De cette somme, \$68,621.28 ont été versés à 54 requérants. Le solde a servi à couvrir les frais inhérents aux demandes.

Les rapports avec le ministère de la Justice et tous les autres ministères et organismes du gouvernement ont continué d'être satisfaisants. Comme toujours, les commissions provinciales des accidents du travail ont apporté une excellente collaboration dans le cas des demandes d'indemnisation mettant en cause une tierce partie et d'autres questions concernant le règlement des demandes.

La plupart des organismes de la Couronne, dont les employés sont assujettis à la Loi, remboursent au Fonds du revenu consolidé le coût des indemnités versées à leurs employés et une partie des frais d'administration liés au règlement de leurs demandes.

La Division est autorisée par le Conseil du Trésor à assurer en cas d'accidents du travail, l'indemnisation des personnes occupées à des activités dans le cadre de programmes spéciaux parallèles par le gouvernement lorsque la commission provinciale des accidents du travail ne le peut pas. Il en a été ainsi pour les programmes Perspectives Jeunesse et Initiatives locales, le Programme d'aide à la création locale d'emplois, celui d'extension des services de Main-d'œuvre Canada et le Programme fédéral à forte utilisation de main-d'œuvre. Au cours de l'année, la Division a reçu quelque 250 demandes d'indemnisation à l'égard des personnes travaillant dans le cadre de ces programmes. Les frais seront recouvrés auprès des ministères chargés de patronner ces derniers.

Le tableau 1 rend compte par province et par catégorie de la répartition des demandes d'indemnisation pour l'année 1974-1975.

## Indemnisation des marins marchands

L'application de la Loi sur l'indemnisation des marins marchands relève de la Commission d'indemnisation des marins marchands qui se compose de trois hauts fonctionnaires nommés par le gouverneur en conseil. Le chef de la Division de la réparation des accidents est secrétaire de la Commission.

La Loi protège les marins employés à bord des navires immatriculés au Canada ou cédés aux termes d'une charte coque-nue à une personne qui réside au Canada ou qui y a son principal lieu d'affaires, lorsque ces navires sont affectés au commerce dans un voyage de long cours ou un voyage de cabotage tels que les définit la Loi sur la marine marchande du Canada. Elle ne

du comité des normes de l'Association canadienne de normalisation en raison d'autres exigences du programme. Toutefois, nombre des normes dont font état les règlements en vertu du Code exigent une norme sur les pater-noster utilisées de façon très fréquente et presque exclusive dans les élévateurs à grain, et en a assumé la présidence.

L'étude des problèmes entreprise par la Section des services d'évaluation des risques au cours de l'année a confirmé les résultats obtenus dans d'autres administrations, à savoir que nombre des risques pour la santé ne sont pas reconnus comme étant liés au travail et que par conséquent, ils ne figurent ni dans les registres de premiers soins ni dans les rapports d'indemnisation. Le danger qu'engendre le bruit sur les lieux de travail est actuellement le plus répandu; cependant, le nombre et l'utilisation des contaminants chimiques qui ont de graves et profondes répercussions sur la santé ne cessent de croître.

Des normes régissant le contrôle des empoisonnements dans les mines de charbon ont été établies et sont présentement appliquées dans les charbonnages du Cap-Breton. Elles fixent les niveaux de concentrations admissibles et les modes d'échantillonnage. Le laboratoire de la Division à Sydney veille à ce que les normes soient respectées.

La publication trimestrielle *Sécurité Perspective* continue de recevoir un accueil favorable des secteurs privé et public; son tirage s'élève à 45,000 exemplaires par numéro. Le volume *Bibliographie: Sécurité et hygiène professionnelles* qui rassemble une bibliographie des ouvrages spécialisés et autres documents de la bibliothèque technique de la Division a été revu et réédité. Quelque 640 titres, accompagnés d'un résumé de l'ouvrage, y sont réunis. Ce volume figure maintenant sur les rayons de la plupart des bibliothèques de référence au Canada; en outre, nombre de bibliothèques et d'organisations techniques de l'étranger en ont fait la demande.

La Division a terminé les photographies et les scénarios des films fixes sur les mesures de sécurité à prendre dans l'emploi des explosifs et autour des petits avions.

Un programme des cours de gestion en sécurité a la portée des hauts fonctionnaires a été établi à l'intention des cadres régionaux de la Division.

À partir des rapports annuels des entreprises, il est désormais possible d'établir et de rassembler des statistiques sur les accidents du travail pour les employeurs assujettis à l'autorité fédérale. L'Annexe C donne brièvement, par branche d'activité, les statistiques sur les accidents.

## Division de la réparation des accidents

La Division est chargée d'appliquer la Loi sur l'indemnisation des employés de l'État qui prévoit le versement d'indemnités pour des accidents du travail à quelque 320,000 employés — une augmentation d'environ 7 p.100 comparativement à 1973-1974 — des 113 ministères et organismes du gouvernement fédéral. Le nombre d'accidents qui ont été reconnus comme accidents du travail durant l'année s'est élevé à 27,228 au total. Cinqante-neuf pour cent des demandes d'indemnisation ont porté sur des accidents avec arrêt. Ce pourcentage représente par rapport à 1973-1974 une baisse de 5 p.100 environ du taux de fréquence des accidents. Près de 41 p.100 des demandes reçues se rapportaient à des accidents ayant exigé des soins médicaux seulement et moins de 1 p.100 (17 au total), à des accidents mortels. De plus, 282 rapports ont été établis dans le cas d'accidents qui ont nécessité uniquement les premiers soins. Enfin, 383 demandes ont été rejetées parce que la blessure signalée ne résultait pas d'un accident du travail.



que détiennent la prévention des accidents dans l'entreprise. Le rapport renferme un exposé précis de l'activité de cette dernière et une évaluation des qualités et des faiblesses du programme de prévention des accidents ainsi que des mesures prises pour remédier aux lacunes. En outre, il sert de base à l'élaboration de programmes de sécurité qui sont présentés à l'employeur concerné pour qu'il les applique avec l'aide de conseillers en sécurité, au besoin. Enfin, il fournit également les renseignements nécessaires à la planification des travaux qui permettra une utilisation optimale des ressources.

Des accords relatifs aux services d'inspection de sécurité ont été négociés au besoin afin de prolonger leur période d'application ou de faire face à la hausse des coûts d'exploitation.

Des accords concernant les services d'inspection ont été conclus avec les Territoires du Nord-Ouest et toutes les provinces de l'Atlantique à l'exception du Nouveau-Brunswick où les négociations allaient bon train. Des accords analogues destinés à favoriser l'exécution et la mise en application du Règlement sur la durée du service des conducteurs de véhicules automobiles ont été continués de faire l'objet de négociations dans les provinces de l'Ouest. Des modifications ont été apportées au Règlement pour le rendre plus clair et plus précis et pour faciliter sa mise en application par la GRC. Quelque 150 fonctionnaires des provinces et des Territoires ont été nommés inspecteurs du transport routier en vertu du Règlement sur la durée du service.

Les visites sur place effectuées par le personnel de la Division ont atteint le chiffre record de 5,530, soit une augmentation de 15 p.100 comparativement à l'an dernier. Deux tiers de ces visites ont eu lieu dans des entreprises visées par la Partie IV du Code canadien du travail (Sécurité du personnel) et un tiers, dans les établissements des ministères du gouvernement fédéral. L'Annexe A donne le temps consacré aux diverses activités.

Les inspections techniques et générales de sécurité entreprises par les administrateurs provinciaux et celles des Territoires en vertu de certains accords se sont poursuivies au même rythme que l'an dernier; leur nombre a atteint 16,597 et 57 p.100 d'entre elles ont été conduites dans des établissements de la Fonction publique (Annexe B).

## Programmes de la Division

La Division a continué de mettre fortement l'accent sur les enquêtes sur les accidents, qui constituent un élément essentiel de la prévention des accidents; l'importance d'une enquête approfondie a été sans cesse démontrée tout au long de l'année. La diversité des lacunes relevées allait des méthodes de travail dangereuses utilisées au moment du nettoyage des camions-citernes à une mauvaise conception des supports des appareils de lavage.

L'établissement d'un vaste programme visant à améliorer le dépoussiérage dans l'industrie du grain s'est poursuivi; des prélèvements de poussières ont été effectués dans les élévateurs terminaux et régionaux. Le programme touchant les radiographies du thorax et les épreuves de la fonction respiratoire des travailleurs occupés depuis longtemps dans l'industrie du grain n'a pas encore donné de résultats concluants en ce qui concerne la détection des effets des poussières de grains sur la santé; par conséquent, des recherches plus poussées sur les effets des poussières et des méthodes de diagnostic s'imposent. Comme il existe près de cinq mille élévateurs régionaux en service, le programme aura un caractère permanent.

Le travail d'élaboration des normes de la Division continue d'occuper la plus grande partie du personnel de la Section des services techniques. Celle-ci a dû limiter sa participation aux travaux

## Taux de salaire équitables

Au cours de l'année, on a établi 5,627 taux de salaire équitables, applicables à des contrats du gouvernement, et 947 autres taux de salaire applicables aux employés de ministères et organismes du gouvernement en réponse à 185 demandes.

Les agents du Ministère ont mené des enquêtes sur les salaires dans 34 zones, pour recueillir des renseignements sur les taux de salaire versés par les entrepreneurs de la construction et les employeurs d'autres industries dans diverses régions du Canada. Au cours de ces enquêtes, on a interrogé 868 employeurs comptant au total 33,129 travailleurs rémunérés à l'heure. On a tiré des renseignements complémentaires dans les lois provinciales sur le travail et dans les conventions collectives.

## • Prévention des accidents et indemnisation

Au cours de l'année 1974-1975, la Direction de la prévention des accidents et de l'indemnisation s'est attachée à résoudre le problème que posent l'éventail accru des risques dans le domaine de la sécurité et de l'hygiène du travail et l'augmentation des effectifs dans les entreprises fédérales, les sociétés de la Couronne et les ministères du gouvernement. Cette activité s'est reliée en partie dans les améliorations apportées à nombre de programmes de prévention des accidents mis en place dans les ministères et les entreprises ainsi que dans l'appui accru fourni par les employeurs. En outre, fait encore plus intéressant à noter, le nombre de demandes d'indemnisation présentées à la suite d'accidents mortels ou ayant entraîné incapacité a légèrement diminué par la Loi sur 1973-1974, et ce, malgré une faible augmentation du nombre des employés visés par la Loi sur l'indemnisation des employés de l'État. Ainsi, le taux de fréquence des accidents s'en est trouvé réduit d'environ 5 p.100

L'activité de la Direction a principalement porté sur les visites sur place qui s'accompagnaient de discussions avec l'employeur au sujet des programmes et de la consultation à caractère technique. Les inspections menées durant l'année par des organismes provinciaux en vertu d'accords nouveaux ou prolongés concernant les Services d'inspection de sécurité ont fourni aux bureaux régionaux de précieux renseignements leur permettant de mettre sur pied des programmes de gestion de la sécurité ainsi qu'un service destiné à déceler et éliminer le plus possible les risques dans le domaine de l'hygiène et de la sécurité du travail.

## Division de la prévention des accidents

Des progrès constants ont été enregistrés au cours de l'année en ce qui a trait à l'établissement et à l'amélioration des programmes de prévention des accidents dans les entreprises. Dans de nombreux cas, il a fallu instituer un programme de sécurité afin de pallier les lacunes observées lors des contrôles de sécurité effectués les années précédentes. Peu de nouveaux contrôles ont eu lieu parce que ceux qui existaient antérieurement mobilisaient déjà beaucoup de ressources.

Même si les entreprises ne l'avaient pas avisée officiellement des mesures prises à la suite du contrôle de sécurité, la Division a souvent constaté, au cours des visites subséquentes, qu'elles avaient remédié aux lacunes relevées et dans bien des cas, qu'elles avaient organisé des programmes de sécurité entièrement repensés.

Pendant l'année, la Division a établi un nouveau type de rapport qui permet de déterminer la place

— en vertu du Règlement sur la durée du travail des employés du transport maritime de la côte ouest, aucun permis n'a été délivré, en vertu de l'article 4(4), autorisant l'accumulation de plus de 45 jours d'estarie (définis dans le Règlement d'application) pendant une période déterminée;

— on a accordé, en vertu de l'article 37 du Code, une autorisation permettant l'emploi d'une personne atteinte d'une invalidité à un salaire inférieur au minimum que prescrit l'article 35 du Code.

#### Programme de mise en application du Code

Au cours de l'année, on a reçu 842 rapports d'enquêtes sur les plaintes formulées sous l'autorité du Code. Les rapports ont permis à 1,258 employés de recouvrer \$207,952.41 en arrérages de salaires. Les enquêtes ont révélé 1,008 infractions au Code, soit une augmentation de 250. En outre, 1,155 inspections planifiées ont été effectuées. De ce nombre, 210 ont révélé des infractions au Code; elles ont donné lieu au recouvrement de \$222,671.22 en arrérages de salaires.

#### Loi sur les justes salaires et les heures de travail

La Loi sur les justes salaires et les heures de travail et l'arrêté ministériel C.P. 1954-2029 concernant la politique des justes salaires établissent des normes régissant les salaires, les heures de travail et d'autres conditions de travail à l'égard des employés affectés à des travaux exécutés sous contrat pour le compte du gouvernement fédéral ou à l'aide des deniers publics. Même si la Loi sur les justes salaires et les heures de travail ne s'applique pas aux contrats pour la fourniture de services, on a, à la demande d'un certain nombre de ministères et organismes du gouvernement, établi des barèmes de salaires à l'égard de contrats pour la fourniture de services comme le nettoyage de l'intérieur d'édifices publics, le déménagement de meubles et de fournitures de bureau, l'aménagement paysager, l'enlèvement de la neige et des déchets et l'approvisionnement en vivres de camps militaires et autres établissements.

Au cours de l'année 1974-1975, la Direction a établi 4,654 barèmes de conditions de travail à l'intention d'adjudicataires, contre 4,768 en 1973-1974 et 4,208 en 1972-1973.

#### Application de la Loi sur les justes salaires

Toutes les plaintes portant que les entrepreneurs ont omis d'observer les normes ont fait l'objet d'enquêtes. En outre, on a poursuivi la politique des inspections planifiées. Au cours de l'année, on a procédé à 933 inspections portant sur les salaires, la durée du travail et d'autres conditions de travail, observées chez les entrepreneurs chargés de l'exécution des contrats du gouvernement. De ce nombre, 817 visaient des entrepreneurs généraux et 116 des sous-traitants. En ce qui concerne les inspections, les entrepreneurs et les sous-traitants, les chiffres correspondaient respectivement, pour l'année 1973-1974, à 917, 765 et 152.

L'application des conditions de travail prescrites et des barèmes de justes salaires en 1974-1975 a abouti au recouvrement d'une somme totale de \$93,187.26 perçue auprès de 83 entrepreneurs et devant être répartie entre 1,104 travailleurs en paiement d'arrérages de salaires. Au cours de l'exercice de 1973-1974, les arrérages de salaires recouvrés au nom de 1,204 employés auprès de 147 entrepreneurs s'élevaient à \$89,821.35.



l'heure pour les employés âgés de 17 ans ou plus, et de \$1.65 à \$1.95 l'heure pour les employés âgés de moins de 17 ans.

#### Latitudes dans l'application du Code

Quelques-unes des dispositions de la Partie III du Code canadien du travail et du Règlement sur les normes du travail au Canada donnent aux employeurs une certaine latitude dans l'application des normes à leurs entreprises :

- en vertu de l'article 33(1) du Code, on a accordé quatre-vingt-huit (88) permis autorisant le travail au-delà de la durée hebdomadaire maximale prescrite du travail;
- on a rapporté, en vertu de l'article 33(5) du Code, soixante-dix-huit (78) cas où 28,766 employés avaient travaillé au total 1,081,556 heures au-delà de la durée hebdomadaire maximale prescrite du travail;
- on a rapporté, en vertu de l'article 34(2) du Code, 1930 cas où 119,245 employés avaient travaillé au total 1,338,507 heures d'urgence au-delà de la durée hebdomadaire maximale prescrite du travail;

- on a reçu, en vertu de l'article 51(1a) du Code, huit (8) avis de substitution de jours fériés légaux, visant quelque 452 employés; douze (12) autorisations de substitution de jours fériés légaux, visant 493 employés, ont été émises en vertu de l'article 51(1b) du Code;
- on n'a émis, en vertu de l'article 68(2) du Code, aucune exemption de la condition obligeant les employeurs à fournir une déclaration de paye au moment du paiement des salaires aux employés;

- on a autorisé, dans seize (16) cas, l'application de périodes de plus de 13 semaines au fins du calcul de la moyenne des heures de travail, en vertu de l'article 5 du Règlement d'application; 249 employés étaient en cause;

- on a reçu vingt-quatre (24) avis d'adoption de périodes ne dépassant pas 13 semaines consécutives aux fins du calcul de la moyenne des heures de travail, en vertu de l'article 6 du Règlement d'application; environ 211 employés étaient en cause;
- un décret a été émis en vertu de l'article 11 du Règlement, exemptant de l'application de l'article 35 (salaire minimum) du Code des employés qui reçoivent une formation en cours d'emploi;

- on a accordé dix-sept (17) autorisations de renonciation au congé annuel, touchant 17 employés, conformément à l'article 14 du Règlement d'application;

- on a reçu sept (7) avis d'ajournement de congé annuel touchant 7 employés, en vertu de l'article 15a) du Règlement d'application;

- cinquante-six (56) demandes d'approbation d'une année civile ou d'une autre année comme année d'emploi aux fins du congé annuel ont été approuvées en vertu de l'article 16 du Règlement d'application;

# Programme des normes d'emploi

Le programme des normes d'emploi porte sur l'élaboration et l'application des normes établies en vertu du Code canadien du travail (Partie III — Normes du travail et Partie IV — Sécurité du personnel), de la Loi sur les justes salaires et les heures de travail et des arrêtés ministériels qui s'y rapportent; sur l'application de la législation concernant la réparation des accidents du travail lorsqu'il s'agit des fonctionnaires fédéraux et des marins marchands; enfin, sur les programmes qui visent à apporter des changements dans les attitudes et les pratiques relatives à la condition de la femme afin d'accélérer son intégration professionnelle et salariale dans la population active. L'application du programme est répartie entre la Direction des normes du travail, la Direction de la prévention des accidents et de l'indemnisation et le Bureau de la main-d'œuvre féminine.

## • Normes du travail

La Direction des normes du travail est chargée de l'application de la Partie III (Normes du travail) du Code canadien du travail, de la Loi sur les justes salaires et les heures de travail et de l'arrêté ministériel C.P. 1954-2029 concernant la politique des justes salaires. Elle se compose d'une administration centrale à Ottawa et de neuf bureaux régionaux situés à St. John's, Halifax, Fredericton, Montréal, Ottawa, Winnipeg, Edmonton et Vancouver.

Pour assurer l'application de la législation, la Direction met en oeuvre un programme d'inspections planifiées, enquête sur les plaintes et offre des services consultatifs à ceux qui s'intéressent aux prescriptions du Code et de la Loi. Dans le cadre de la Loi sur les justes salaires et les heures de travail, elle mène également des enquêtes afin d'établir les taux de salaire qu'il convient de payer aux travailleurs employés par les entreprises de construction du gouvernement fédéral.

### Partie III du Code canadien du travail (Normes du travail)

La Partie III (Normes du travail) du Code canadien du travail établit des normes minimales en matière de durée du travail, de salaire minimum, d'égalité des salaires, de vacances, de jours fériés, de congés de maladie, de cessations d'emploi collectives et individuelles, d'indemnités de départ et de saisie-arret.

La Division I de la Partie III du Code stipule qu'à la suite d'une enquête, le gouverneur en conseil peut édicter un règlement qui modifie les dispositions du Code concernant la durée normale et maximale du travail et les heures supplémentaires, lorsque l'application des dispositions sans modification peut nuire indument aux intérêts des employés touchés ou causer un grave préjudice à la marche de l'établissement industriel. Une disposition prévoit aussi l'exclusion, après enquête, de certaines catégories d'employés. Au cours de l'année 1974-1975, le ministre a approuvé l'institution de commissions d'enquête chargées d'étudier la durée du travail des employés occupés dans l'industrie du transport routier — nomination de M. R. A. Gallagher au poste de commissaire, le 18 juin 1974, et à la compagnie Gulf Minerals Canada Limited (bocardage et exploitation d'uranium) — nomination de M. J. S. Gunn au poste de commissaire, le 7 janvier 1975.

La Division II (Salaire minimum) du Code stipule que le gouverneur en conseil peut, par voie de décret, hausser le salaire horaire minimum des employés relevant de l'autorité fédérale. Les décrets du conseil ont augmenté, à compter du 1er avril 1974, les taux de salaire minimum de \$1.90 à \$2.20

La deuxième conférence s'est déroulée à Edmonton (Alb.) les 20 et 21 juin 1974. Soixante-dix délégués représentant le patronat et divers syndicats et associations de fonctionnaires municipaux d'Edmonton ont participé à cette rencontre de deux jours afin d'étudier la possibilité de mettre sur pied un programme de relations du travail à l'intention de l'Alberta, a prononcé le discours M. Don Gardner, sous-ministre de la Main-d'œuvre et du Travail de l'Alberta. A pris la parole devant les délégués d'ouverture et M. Burt Hoch, ministre du Travail de l'Alberta. Cette rencontre a été parrainée conjointement par la ville d'Edmonton, ses syndicats et associations d'employés et par la Direction.

Le 3 octobre 1974, la ville de Jordan Station (Ont.) était l'hôte de la troisième conférence. Les délégués venaient de la péninsule du Niagara: des 182 participants à la conférence, 50 p.100 représentaient le patronat, 32 p.100, le syndicat et 18 p.100 d'autres organisations. La conférence qui avait pour thème *Labour-Management Relations: Present Problems and Future Concerns* a été organisée en collaboration avec l'Institute of Labour and Labour-Management Studies, le Niagara College of Applied Arts and Technology et la Direction.

La quatrième conférence a eu lieu à Owen Sound (Ont.) le 2 novembre 1974. Des cent vingt et un délégués de la région d'Owen Sound qui ont participé à cette rencontre, 35 p.100 représentaient le patronat 45 p.100, les syndicats et 20 p.100 les établissements d'enseignement, les gouvernements fédéral, provincial et municipaux. La conférence était parrainée conjointement par le Georgian College of Applied Arts and Technology, le Owen Sound Campus et la Direction, et portait sur le sujet suivant: *Collective Bargaining — Is it Working?*

Enfin, le 23 janvier dernier, la municipalité de Brantford (Ont.) accueillait les participants de la cinquième conférence. Etaient présents à cette dernière 169 délégués de la région de Brantford dont 40 p.100 représentaient le patronat, et 45 p.100, les syndicats. Les représentants des gouvernements fédéral, provincial et municipaux et les étudiants du Niagara College qui ont agi à titre de secrétaires lors des ateliers de travail intervenaient pour 15 p.100 des participants. La conférence dont le thème était *The Human Factor in Industrial Relations* a été parrainée par la Direction en collaboration avec diverses organisations communautaires et municipales.

## Programme des publications

Conformément à l'objectif qu'elle s'est fixée, à savoir, renseigner les parties sur les questions d'importance, la Direction a publié des "brochures d'information" traitant de sujets comme l'indemnité de vie chère, la semaine de travail comprimée, l'enrichissement des tâches et l'horaire variable de travail. Lorsqu'elles en font conjointement la demande, les parties peuvent recevoir ces brochures qui faciliteront la discussion de ces questions.

Afin d'aider les employeurs et les syndicats à se tenir au courant des tendances et de l'évolution actuelles des relations industrielles, la Direction publie des bulletins de référence d'une page qui résument des renseignements utiles sur des sujets d'actualité.

Voici trois publications de la Direction, qui s'adressent à des groupes de clients éventuels désireux de mettre sur pied un programme de relations ouvrières, et qui ont fait l'objet d'une refonte: *Introduction, Etude, et Mise en application des méthodes de relations syndicales-patronales.*

La Direction a publié régulièrement des articles d'information sur les relations du travail dans son journal intitulé *Travail d'équipe dans l'industrie*. Cette publication paraît dix fois par année et son tirage en langue anglaise est de 37,000 exemplaires et de 15,000 en langue française.



de Noirs travaillaient dans les banques de l'endroit. La Direction a donc entrepris d'établir le dialogue entre les représentants d'une banque importante et les dirigeants de la communauté noire de la région de Windsor en communiquant avec les premiers afin qu'ils prennent activement les mesures voulues pour rencontrer les membres de la collectivité noire de la région, leur exposer les postes et les possibilités de carrière dans le secteur bancaire et leur faire clairement comprendre qu'ils accueilleront favorablement leurs demandes d'emploi et les étudieront avec tout le soin nécessaire. En s'assurant la collaboration des dirigeants de la collectivité noire de la région, la Direction espérait amener les membres de la communauté à répondre à l'empressement de la banque à participer au programme en se renseignant auprès de celle-ci sur les postes et les possibilités de carrière et en présentant des demandes d'emploi s'ils le désiraient. À la fin de l'année, le programme n'avait pas encore été appliqué dans sa pleine mesure; toutefois, il donnait déjà des résultats encourageants en ce sens que la banque, sans égard à cette initiative, avait montré sa bonne foi en embauchant trois Noirs.

## • Services syndicaux-patronaux

Les agents de relations industrielles de la Direction des services syndicaux-patronaux aident les organisations syndicales et patronales à élaborer des moyens leur permettant d'entretenir des relations permanentes et constructives qui les amèneront à résoudre plus facilement des problèmes communs et à réduire le nombre des conflits ouverts. Pour ce faire, la Direction doit souvent travailler en étroite collaboration avec chacune des organisations, c'est-à-dire procéder à des analyses approfondies, mettre sur pied des programmes de formation et organiser des réunions en vue d'établir un programme visant à satisfaire à la fois les besoins futurs et immédiats. Des comités sont habituellement créés afin de permettre aux parties d'engager et de poursuivre un dialogue continu. Au 31 mars 1975, 570 et 2,113 comités relevant respectivement de l'autorité fédérale et provinciale et représentant au total 856,000 travailleurs canadiens environ étaient inscrits auprès de la Direction.

En plus des 3,036 visites effectuées dans les entreprises relevant de l'autorité fédérale et provinciale, les représentants de la Direction organisaient plusieurs réunions de formation sur les techniques et méthodes de résolution des problèmes et de prise de décisions. Les représentants du salariat et du patronat participaient à ces réunions.

En accord avec la politique visant à promouvoir de saines relations industrielles, la Direction maintient une étroite collaboration avec les établissements d'enseignement; elle est toujours disposée à aider à l'établissement des cours de relations industrielles, à se joindre aux discussions et à participer aux conférences de groupes d'étudiants.

## Conférences régionales

Un autre aspect du programme de la Direction est l'organisation de conférences ouvrières-patronales régionales. Grâce à celles-ci, les relations constructives ont pour but d'encourager la participation des gouvernements fédéral, provinciaux et municipaux et des représentants syndicaux et patronaux. Cinq conférences ont eu lieu au cours de l'année financière 1974-1975.

La première conférence, tenue à Saint John (N.-B.) le 8 avril 1974, avait pour thème *Responsibilities of union and management toward each other and the community*. Des 147 délégués présents qui venaient de tous les coins de la province, 53 p.100 représentaient le syndicat, 38 p.100, le patronat et 9 p.100, les gouvernements fédéral, provinciaux et municipaux. La conférence était parrainée conjointement par l'Université du Nouveau-Brunswick à Saint John et par la Direction.

des possibilités économiques et (2) intensifier les rapports entre les dirigeants locaux et une foule d'employeurs. Le programme a été créé en 1973-1974; à la fin de l'année financière, la Direction avait participé à des travaux qui ont permis à plus de 1,700 personnes de trouver un emploi permanent, à temps partiel ou saisonnier.

#### Égalité des chances en matière d'avancement professionnel

Les enquêtes sur les plaintes menées par la Direction révèlent que les pratiques en matière d'emploi acquises au fil des ans s'appuient généralement sur un grand nombre de valeurs désuètes, de traditions, de préjugés et de stéréotypes qui nient le principe de l'égalité des chances en matière d'avancement professionnel, particulièrement en ce qui concerne les femmes et les membres des principaux groupes minoritaires. C'est pourquoi la Direction a entrepris d'élaborer durant l'année un nouveau programme visant à assurer à tous les employés relevant de l'autorité fédérale le droit à l'égalité des chances sans distinction de race, de sexe et d'autres facteurs discriminatoires. Pour atteindre cet objectif, la Direction prévoit établir des directives concernant l'égalité des chances dans les entreprises fédérales et régissant les pratiques et les méthodes en matière de gestion du personnel.

#### Programme de rapports de travail entre groupes divers

Par ce programme, la Direction vise à améliorer les rapports sur le lieu de travail, spécialement ceux entre les cadres d'origine canadienne et les travailleurs qui appartiennent aux principaux groupes minoritaires. Elle a donc entrepris comme première tâche de mener une étude lui permettant de relever chez les travailleurs immigrants les particularités, les attitudes et les habitudes qui pourraient entraîner des problèmes d'emploi et qui, souvent, donnent lieu à des plaintes pour cause de discrimination. Grâce au programme, la Direction espère mieux faire comprendre aux cadres canadiens les attitudes des travailleurs appartenant aux divers groupes minoritaires et leur donner les moyens de faire face à cette situation. De même, il est à souhaiter que les connaissances ainsi acquises par la Direction faciliteront le dialogue avec les collectivités minoritaires au sujet des problèmes d'emploi liés aux disparités culturelles et aideront davantage les membres de ces groupes à s'adapter au milieu de travail canadien.

#### Publicité

Au cours de l'année, la Direction s'est attachée activement à faire connaître aux groupes minoritaires et à la population leurs droits en vertu de la Partie I du Code canadien du travail (justes méthodes d'emploi) ainsi que ses programmes. Pour ce faire, elle a entrepris dans le cadre d'un vaste programme de visiter les collectivités indiennes autochtones ainsi que les écoles primaires et secondaires et de participer aux tables rondes organisées dans les universités et les églises.

#### Programme spécial

Durant l'année, la Direction a lancé un programme intitulé "Soutien au programme" et visant à abolir les obstacles auxquels se heurtaient traditionnellement les Noirs à la recherche d'un emploi dans les institutions bancaires du sud-ouest ontarien. En effet, les Noirs de cette région ont toujours estimé que les institutions bancaires, plus particulièrement les banques, n'accueillaient pas favorablement leurs demandes d'emploi. Une brève enquête a d'ailleurs confirmé que très peu

recherches, des Services syndicaux-patronaux, de la prévention des accidents et de l'indemnisation, et des normes du travail.

On a recours à la médiation préventive, par exemple, pendant la période d'application de la convention collective où les négociations sont closes; le spécialiste d'industrie est aussi en mesure d'aider les parties à résoudre un certain nombre de questions et de problèmes, débattant ainsi le terrain pour la prochaine convention collective et atténuant le caractère contentieux des tractations. La médiation anticipée s'est révélée fructueuse dans les différends portant sur le renouvellement des conventions; elle a donné des résultats satisfaisants comme en font foi les règlements intervenus avant la date d'expiration des conventions. Dans d'autres cas, les spécialistes d'industrie ont été nommés à titre de conciliateurs conformément au Code canadien du travail (partie V — relations industrielles) et ont réussi à mettre les parties d'accord sans qu'il soit nécessaire de soumettre les différends à des commissaires ou à des commissions de conciliation. Les services de médiation des spécialistes d'industrie ont également profité aux parties après la présentation des rapports des commissaires et des commissions de conciliation. En d'autres circonstances, ils ont pu, par leur intervention, mettre fin à des grèves.

Depuis l'inauguration du programme jusqu'au 31 mars 1975, 205 cas relevant des diverses catégories susmentionnées ont été confiés aux spécialistes d'industrie qui ont vu leurs efforts couronnés de succès dans 81 pour cent des cas dont ils se sont occupés jusqu'au bout.

## • Justes méthodes d'emploi

### Division des enquêtes sur les plaintes

Conformément à la Partie I du Code canadien du travail (Justes méthodes d'emploi), la Direction des justes méthodes d'emploi enquête sur les allégations écrites de discrimination en matière d'emploi; pour des motifs de race, d'origine nationale, de couleur et de religion. Au cours de l'année 1974-1975, la Direction s'est occupée de 298 allégations de traitement injuste pour divers motifs contre 188 l'année précédente. Des 298 allégations, 50 ont nécessité la nomination d'un agent des justes méthodes d'emploi chargé d'enquêter officiellement; 42 enquêtes ont été menées à bonne fin alors que les huit autres ont été reportées à l'année suivante. Des cas ayant exigé l'aide de l'enquêteur nommé, 11 ont été réglés; trente et une plaintes ont été rejetées parce qu'elles n'étaient pas fondées. Les 248 autres allégations ne relevaient pas de l'autorité du Code et la Direction n'était pas en mesure de s'en occuper officiellement. Dans certains cas, elle a pu toutefois entreprendre des démarches officielles afin d'améliorer les relations entre l'employeur et un employé ou un candidat à un poste qui portait plainte; dans d'autres cas, lorsque l'objet de la plainte était du ressort d'une province ou d'un territoire, la Direction a renvoyé le cas à l'autorité compétente; enfin, très souvent, elle a pu venir en aide au plaignant en lui donnant des renseignements ou des conseils.

### Programme de promotion des dirigeants des groupes minoritaires

Par ce programme, la Direction vise à accroître les connaissances et les aptitudes des dirigeants des groupes minoritaires pour qu'ils puissent profiter des divers programmes fédéraux et provinciaux et, ainsi, améliorer leur situation économique. Le programme, mis en oeuvre avec l'aide de divers ministères fédéraux et provinciaux, comportait deux principaux objectifs: (1) préparer à leur rôle les dirigeants des groupes minoritaires en organisant à leur intention des ateliers de travail auxquels ont assisté des spécialistes chargés d'exposer les nombreux programmes destinés à créer



rapports des commissions ou on les a réglés au cours de négociations subséquentes à la conciliation. Dix différends n'ont pas été réglés et des grèves légales ont éclaté. Un conflit s'est éteint. À la fin de l'année, les commissaires-conciliateurs avaient encore en main 11 conflits.

#### Demandes d'autorisation de poursuite

Au cours de l'année, le ministre a reçu une demande d'autorisation de poursuite en vertu de l'article 194 du Code canadien du travail (partie V — relations industrielles). Depuis l'entrée en vigueur de la loi le 1<sup>er</sup> mars 1973, le ministre a reçu deux demandes d'autorisation de poursuite; l'une a été agréée et l'autre retirée.

Demandes d'autorisation de soumettre certaines plaintes au Conseil canadien des relations du travail

L'article 187(5) du Code canadien du travail (partie V — relations industrielles) prévoit que nulle plainte ne doit être adressée au Conseil en vertu de l'article 187(1), à cause d'un prétendu défaut à se conformer aux articles 148, 184(3)(g), 185(a) ou 185(b), si ce n'est qu'avec le consentement par écrit du ministre. Pendant l'année, le ministre a reçu 14 demandes d'autorisation de soumettre les plaintes au Conseil. De ce nombre, six ont été agréées, une rejetée, deux retirées et cinq abandonnées.

#### Arbitrage

Les conventions collectives régies par le Code canadien du travail (partie V — relations industrielles) doivent, en vertu de l'article 155, contenir une clause de règlement définitif, sans arrêt de travail, par voie d'arbitrage ou autrement, de tous les conflits surgissant à propos de leur interprétation, de leur champ d'application, de leur application ou de leur présomée violation. Lorsque les parties à une négociation collective n'arrivent pas à tomber d'accord sur le choix d'un arbitre ou lorsque les personnes nommées à la commission d'arbitrage ne parviennent pas à s'entendre sur le choix d'un président, les conventions collectives prévoient habituellement que le ministre du Travail peut, à la demande des parties ou des membres de la commission, se charger de la nomination. Cette démarche ne lui est pas imposée par la loi, mais constitue plutôt de sa part un service qu'il rend pour s'assurer que les dispositions de l'article 155 du Code sont pleinement respectées.

Au cours de l'année, le ministre a reçu des parties aux conventions collectives et des membres de la commission d'arbitrage, 30 demandes de désignation d'arbitres uniques ou de présidents de commissions d'arbitrage. Le ministre a procédé aux nominations dans 20 des cas. Les autres demandes ont été retirées ou abandonnées ou les parties ont pris d'autres dispositions.

#### Programme de spécialistes d'industrie

Les spécialistes d'industrie ont recours à des techniques de médiation préventive et de médiation anticipée et agissent à titre de conciliateurs dans des différends particuliers et en qualité de médiateurs dans des négociations subséquentes à la conciliation. Afin de traiter les divers aspects techniques des problèmes syndicaux-patronaux, les spécialistes d'industrie sont également secondés par les autres directions du Ministère, notamment celles de l'économique et des

compagnies fédérales et provinciales, et cinq sections de la Fraternité internationale d'Amérique des camionneurs, chauffeurs, préposés d'entrepôts et aides, représentant quelque 8.500 chauffeurs et 600 mécaniciens, ont entamé des négociations directes en vue de renouveler les deux conventions collectives cadres qui devaient prendre fin le 30 septembre 1974. Par suite de la rupture des négociations, le ministre chargeait, le 12 août, un conciliateur d'examiner le différend. La démarche ne rencontra pas le succès espéré. Aucune autre aide formelle selon le Code n'a été apportée à la conciliation dans ce conflit, mais le conciliateur a continué son action d'une manière non officielle et l'on est parvenu à s'entendre. L'accord, ratifié par les membres du syndicat le 29 septembre, assurait aux parties une convention collective de trois ans prenant fin le 30 septembre 1977.

Le 27 novembre 1974, le ministre confiait à un conciliateur le soin de régler un différend opposant trois compagnies de camionnage: la Bulk Carriers Limited, la Lou's Transport Limited et la Tank Truck Transport Limited, aux sections 91, 106, 141, 880, 838 et 990, de la Fraternité internationale d'Amérique des camionneurs, chauffeurs, préposés d'entrepôts et aides, touchant quelque 500 chauffeurs et 100 mécaniciens protégés par trois conventions collectives qui s'étaient terminées le 31 octobre 1974. Le conciliateur a rencontré les parties, mais sans succès. Après avoir reçu le rapport définitif du conciliateur, le ministre communiquait aux parties sa décision de ne plus procurer d'autres services de conciliation et de confier l'affaire à un médiateur. Les parties obtenaient le droit de grève et de lock-out le 4 janvier 1975. Il n'y eut aucun arrêt de travail et le 9 janvier 1975, le médiateur parvenait à amener un accord qui devait être ensuite ratifié par les membres du syndicat.

Le troisième différend d'importance dans l'industrie du camionnage mettait aux prises trois firmes de camionnage du Québec (la D.C.B. Industries Ltd., la Champlain Sept-Îles Express Inc. et la Brazeau Transport Inc.) et la section locale 106 de la Fraternité internationale d'Amérique des camionneurs, chauffeurs, préposés d'entrepôts et aides, représentant quelque 765 chauffeurs et mécaniciens protégés par une convention cadre qui prenait fin le 31 décembre 1974. Après avoir été avisé du différend par le syndicat le 14 novembre 1974, le ministre nommait un conciliateur, qui n'a pu réussir à amener un règlement. Après avoir reçu le rapport définitif du conciliateur, le ministre faisait part aux parties qu'il n'allait plus désormais leur fournir des services de conciliation. Les parties ont repris les négociations directes et continué à se réunir tandis qu'une grève légale était déclenchée le 6 janvier 1975. Finalement, les parties ont convenu d'une entente satisfaisante et les activités reprenaient leurs cours normal dans les trois firmes le 17 février 1975.

## Procédures de conciliation

Pendant l'année financière qui s'est terminée le 31 mars 1975, les conciliateurs ont réussi à régler 98 des 100 différends qui leur avaient été soumis. De ce nombre, 27 avaient été reportés de l'année précédente et 163 leur avaient été confiés dans le courant de l'année. Des 92 différends non résolus, un seul était soumis à une commission de conciliation et 41 à des commissaires-conciliateurs. Sept cas confiés initialement aux conciliateurs et à l'égard desquels aucune mesure de conciliation n'avait été prise conformément au Code canadien du travail (partie V — relations industrielles), ont abouti à des grèves légales. Un différend s'est éteint. À la fin de l'année, les conciliateurs étaient encore saisis de 42 différends. La commission de conciliation chargée d'un différend pendant l'année, tenait encore des audiences de conciliation à la fin de l'année.

Des commissaires-conciliateurs ont été nommés pendant l'année pour intervenir dans 41 différends. De plus, les commissaires ont poursuivi leur travail pour huit différends qui n'avaient pu être réglés l'année précédente. Dans 27 des 49 conflits, on est parvenu à un règlement fondé sur les

## Monnayage

Le 12 novembre 1974, le ministre chargeait un conciliateur d'examiner le différend opposant la Monnaie royale canadienne à l'Alliance de la Fonction publique du Canada, visant quelque 600 employés à la production et commis de bureau, domiciliés à Ottawa, Hull et Winnipeg. La convention collective devait prendre fin le 31 décembre 1974. Le conciliateur n'a pas réussi à amener les parties à s'entendre et, sur leur demande, le ministre nommait un médiateur le 3 janvier 1975.

Le 9 janvier, deuxième jour de la médiation, le syndicat déclenchait une grève légale. Les séances de médiation se poursuivaient quand même en janvier et février et un accord intervenait le 2 mars. La grève cessait et le travail reprenait le jour suivant.

## Transport ferroviaire

Dans le cours de l'année, l'Algonia Central Railway était impliquée dans deux conflits; l'un avec les Travailleurs unis des transports. l'autre avec trois syndicats d'atelier. Ces conflits impliquaient environ 90 employés de chemin de fer et quelque 220 employés d'atelier.

Dans les deux cas, le ministre a fourni les services d'un conciliateur et d'un commissaire-conciliateur, mais aucune entente n'a été conclue. Après la publication des rapports des conciliateurs, les 90 employés de chemins de fer déclenchaient une grève légale le 8 mars et les 220 employés d'atelier se joignaient à eux le 29 mars. À la fin de l'année financière, les deux groupements de négociation étaient toujours en grève.

## Transport maritime

Le ministre a fourni les services de conciliation dans deux conflits affectant les transports sur les Grands lacs, l'un mettant aux prises l'Association des transporteurs des lacs du Canada, représentant près de 14 compagnies de navigation de la région des Grands lacs, et l'Union canadienne des officiers de marine marchande, représentant quelque 750 mécaniciens de navires, et le second impliquant la Guide de la marine marchande du Canada, représentant 427 employés brevétés. Les deux conventions collectives prenaient fin le 31 mai 1974.

Dans les deux cas, les efforts déployés par le conciliateur et le commissaire-conciliateur restaient infructueux. La publication simultanée des deux rapports des commissaires-conciliateurs donnait aux parties le droit de grève ou de lock-out le 8 août 1974. Un peu avant cette date, soit le 2 août, le ministre avait nommé deux médiateurs. Le 8 août, les deux syndicats commençaient une grève légale.

Les deux grèves se sont poursuivies pendant tout le mois d'août et une partie de septembre. Le 14 septembre, les médiateurs parvenaient à amener la Guide de la marine marchande du Canada et l'Association à s'entendre. Le 28 septembre, les deux médiateurs, avec l'aide du ministre et du sous-ministre adjoint, favorisaient l'entente entre l'Association et l'Union canadienne des officiers de marine marchande. Le 4 octobre, les opérations de navigation sur les Grands lacs reprenaient leur cours normal.

## Camionnage

En juillet, la Motor Transport Industrial Relations Bureau of Ontario Inc., représentant 37



ses propositions en vue d'un règlement équitable. Une fois de plus, les employeurs ont rejeté les termes de l'accord.

Comme aucun règlement n'était en vue le 7 octobre 1974, le ministre déposait devant la Chambre le projet de loi C-12 prescrivant la reprise des opérations de manutention de grain sur la côte ouest du Canada. Le 10 octobre 1974, le bill C-12 recevait la sanction royale.

## Débar dage

Un sérieux différend opposait l'Association des employeurs maritimes aux sections locales 375, 1739 et 1846 de l'Association internationale des débardeurs et groupait quelque 2,400 débardeurs des ports de Montréal, de Québec et de Trois-Rivières. Étant donné l'ampleur de ce différend et l'importance des questions en litige, le ministre décidait de nommer directement un commissaire-conciliateur. Le 24 décembre 1974, le juge Alan B. Gold, de Montréal, se voyait confier le soin d'examiner les questions en litige et était autorisé à entreprendre séparément une enquête sur le programme de sécurité d'emploi existant. Le 14 mars 1975, son rapport, comprenant une étude sur la sécurité d'emploi, était remis aux parties. Les employeurs étaient prêts à utiliser le rapport du commissaire pour en venir à un règlement, mais les membres des trois sections syndicales ne l'étaient pas. Dans une autre tentative pour mettre fin au conflit, le ministre nommait un médiateur le 29 mars 1975 et une grève légale était déclenchée le 31 mars, à la fin de l'année financière.

Pendant l'année, on a eu également recours aux services de médiation pour régler deux conflits importants concernant les opérations de débar dage sur la côte ouest du Canada: l'un opposait l'Association des employeurs maritimes de la Colombie-Britannique à l'Union internationale des débardeurs et travailleurs d'entrepôts (zone canadienne) et touchait quelque 3,300 débardeurs de 11 ports de la Colombie-Britannique; l'autre opposait 13 compagnies de navigation à la section locale 514, de l'Union internationale des débardeurs et travailleurs d'entrepôts (contremaitres de bord et de quai) et touchait 439 contremaitres. Dans le premier cas, les parties tentaient de réviser la convention collective qui avait pris fin le 31 décembre 1974; dans le second, il s'agissait de négocier une première convention collective.

On a accordé l'aide d'un conciliateur dans le conflit des contremaitres, mais une entente semblait peu probable dans le conflit touchant les 3,300 débardeurs. Étant donné ces circonstances, le ministre décidait de cesser de fournir les services de conciliation dans le conflit des contremaitres et les parties concernées obtenaient ainsi le droit de grève et de lock-out le 31 décembre 1974. Le ministre ayant décidé de ne pas intervenir non plus dans le conflit principal, les parties en cause obtenaient le droit de grève ou de lock-out le 8 janvier 1975. Au cours de janvier et février, l'Association des employeurs maritimes de la Colombie-Britannique et l'Association internationale des débardeurs ont continué à négocier directement en vue de résoudre les problèmes les plus importants: les salaires, la durée de la convention et la contai nérisation.

Pendant que les négociations se poursuivaient, les 3,300 débardeurs déclenchaient une grève légale le 2 mars 1975, ce qui poussa le ministre à nommer un médiateur, mais les membres du syndicat refusaient d'accepter l'entente proposée par une médiation. Devant ce refus des débardeurs, les contremaitres se sont joints aux piquets de grève le 23 mars 1975. Les 11 ports avaient cessé toute activité.

Face à cette situation critique, le ministre présenta une loi pour mettre fin à la grève. Le 24 mars 1975, la "Loi de 1975 sur les opérations dans les ports de la côte ouest" (le bill C-56) ordonnait la reprise des activités et prévoyait l'arbitrage des points litigieux.

décision donnait aux préposés à l'entretien la possibilité d'exercer leur droit de grève le 15 suivant, et aux contrôleurs, le 1er mars. Les deux groupements de négociation entraient en grève simultanément le 7 mars et la grève se poursuivait encore à la fin de l'année. Un médiateur a été nommé le 26 mars.

L'Association des machinistes était aussi en conflit avec la Nordair Ltd.; sa section locale 2309 visait quelque 340 employés des services de l'entretien, du contrôle, de l'exploitation et des magasins de l'entreprise. La convention collective avait pris fin le 31 mai 1974, un conciliateur n'avait pu amener les parties à un accord et le ministre nomma M. Pierre Dufresne, de Montréal, commissaire-conciliateur. Celui-ci proposa un accord qui a été rejeté par les membres du syndicat. À la suite d'autres rencontres infructueuses, le rapport du commissaire fut remis aux parties en cause le 22 août. Les négociations se sont ensuite poursuivies et l'on parvint à un règlement.

Enfin, un autre conflit dans l'industrie du transport aérien opposait l'Association canadienne des pilotes de lignes aériennes et Air Canada. Le conflit touchait quelque 1,500 pilotes. On est parvenu à un règlement le 1er novembre 1975 par voie de négociations subséquentes à la conciliation.

## Télécommunications

Dans un règlement mettant en cause la British Columbia Telephone Company et la Fédération des travailleurs du téléphone de la Colombie-Britannique et visant quelque 10,000 employés du trafic, de l'exploitation du réseau et de bureau, on a eu recours aux services d'un conciliateur et d'un commissaire-conciliateur, de décembre 1974 à février 1975. À la fin de l'année financière, les parties tentent de parvenir à une entente basée sur les recommandations formulées dans le rapport du commissaire-conciliateur.

## Éleveurs à grain

À la fin de l'année financière précédente, M. Neil Perry de l'Université de Victoria, commissaire-conciliateur, s'occupait d'un conflit qui opposait cinq sociétés d'éleveurs à grain de la côte ouest à la section locale 333 du Syndicat des travailleurs du grain, et qui visait quelque 500 employés. Sa nomination par le ministre le 15 février 1974 avait lieu à la suite de l'échec des démarches au stade de la conciliation. M. Perry a soumis son rapport le 29 avril 1974, mais ses recommandations n'ont pas paru acceptables aux employeurs qui faisaient part de leur désaccord au ministre le 13 mai 1974. Les parties avaient obtenu le droit de grève ou de lock-out le 7 mai 1974.

Dans une autre tentative de régler le différend, le ministre a rencontré les parties les 21 et 23 mai, mais ni l'une ni l'autre n'était disposée à modifier sa position. Par conséquent, puisque le Parlement avait été dissout en raison de l'approche des élections générales et qu'un arrêt de travail nuisible à l'économie nationale pouvait ainsi survenir, le gouvernement en conseil a promu un décret, aux termes de l'article 181 du Code, interdisant le droit de grève ou de lock-out jusqu'au 8 août 1974, soit sept jours après le renvoi des décrets de convocation du scrutin fédéral du 8 juillet 1974. Le 26 août 1974, le syndicat annonçait une grève légale pour protester contre le congédiement d'environ la moitié de ses effectifs. Plusieurs rencontres entre les parties et les représentants officiels du ministre du Travail n'ont pu aboutir à une solution acceptable pour les parties aux trois questions en litige : les salaires, les cotisations au fonds de retraite et les indemnités de vie chère.

Dans un dernier effort, après que le Parlement s'était réuni de nouveau le 30 septembre 1974, à cause de la grève qui nuisait à l'exportation du grain de la côte ouest, le ministre a remis aux parties

# Programme des relations industrielles

En vertu de son programme des relations industrielles, le Ministère doit:

1. dispenser les services de conciliation et de médiation prévus dans la Partie V (Relations industrielles) du Code canadien du travail;
  2. élaborer, en vertu de la Partie I (Justes méthodes d'emploi) du Code, un programme visant à supprimer la discrimination inadmissible en matière d'emploi et à créer un plus grand nombre d'occasions d'emploi pour les membres des groupes minoritaires qui sont désavantagés; et enfin,
  3. promouvoir des relations continues et constructives dans le cadre de la négociation collective.
- L'application du programme est répartie entre la Direction de la conciliation et de l'arbitrage, la Direction des justes méthodes d'emploi et la Direction des services syndicaux-patronaux.

## • Conciliation et Arbitrage

### Services de conciliation

Le nombre de différends soumis aux services de conciliation du Ministère pendant l'année financière 1974-1975 a atteint le chiffre record de 190. Le sommet précédent, de 180, remonte à 1972-1973. Mais le pourcentage des accords conclus sans arrêt de travail s'est légèrement élevé, passant de 85 à 86 pour cent, et le nombre des grèves légales a diminué, passant de 22 à 17.

Les différends, qui ont le plus requis les services de conciliation du Ministère au cours de cette même année financière, affectaient le transport aérien, les télécommunications, les éleveurs à grain, le débarbage, le monnayage, les chemins de fer, la navigation et le camionnage.

### Transport aérien

Cinq compagnies aériennes et trois syndicats se sont affrontés, en 1974-1975, dans des conflits touchant l'industrie canadienne du transport aérien. Une grève en résultat; elle n'était pas encore réglée à la fin de l'année et l'on a nommé un médiateur.

L'Association canadienne des préposés aux services de bords aériens était impliquée dans deux des différends; l'un l'opposait à la CP Air et l'autre, à la Wardair Canada Limited. Le premier, mettant en cause quelque 500 préposés, se termina par voie de négociations subséquentes à la conciliation, les membres du syndicat ayant rejeté l'accord conclu par le conciliateur; le second, touchant 220 préposés se conclut par un accord à la suite de l'intervention d'un commissaire-conciliateur, M. Hugh G. Ladner, de Vancouver, nommé parce que le conciliateur n'avait pu satisfaire les parties. L'accord avec la CP Air était ratifié le 7 juin et celui de la Wardair, le 19 juin.

L'Association internationale des machinistes et des travailleurs de l'aérospatiale fut aussi impliquée dans des différends avec deux entreprises, deux conflits l'opposant à l'une d'entre elles. Le syndicat représentait deux groupements de négociation à la Transair Ltd., l'une groupant quelque 175 préposés à l'entretien et l'autre, environ 140 contrôleurs et préposés à la vente des billets. Étant donné qu'un conciliateur n'a pu amener les parties à une entente dans les deux cas, le ministre décida de ne plus accorder son aide en matière de conciliation. L'avis du 7 février de cette





(suite)

### Relations industrielles

Direction	
Administration, bureau du SMA	\$ 68,858
Conciliation et Arbitrage	1,071,261
Consultation ouvrière-patronale	789,290
Représentation des travailleurs	—
Justes méthodes d'emploi	216,648
Total	\$2,146,057
	\$1,874,516

### Normes d'emploi

Direction	
Administration, bureau du SMA	\$ 72,157
Normes du travail	1,798,693
Prévention des accidents et indemnisation	2,755,643
Bureau de la main-d'oeuvre féminine	257,036
Total	\$4,883,529
	\$4,059,254

### Recherches et développement

Direction	
Administration, bureau du directeur général	\$ 205,781
Économique et Recherches	2,176,689
Recherches sur la législation	204,927
Total	\$2,587,397
	\$2,460,067

**Etat comparatif des dépenses pour les années 1974-1975 et 1973-1974**  
**Par article de dépenses**

	1974-75	1973-74
Personnel	\$10,582,670	\$ 8,849,373
Versements statutaires d'indemnités	6,904,121	6,791,425
Information	734,218	806,797
Services professionnels et spéciaux	2,453,651	1,537,097
Conseils, commissions, conférences	426,089	328,869
Autres	2,864,265	2,566,128
Total	\$23,965,014	\$20,879,689

**Etat comparatif des dépenses pour les années 1974-1975 et 1973-1974**  
**par activité**

**Administration générale**

	1974-75	1973-74
Direction		
Cabinet du ministre	\$ 461,813	\$ 417,388
Cabinet du sous-ministre	315,791	258,066
Administration du personnel	563,249	419,913
Services financiers et administratifs	2,591,745	1,608,955
Bibliothèque	199,822	171,756
Affaires internationales du travail	443,845	398,006
Total	\$4,576,265	\$3,274,084

**Relations publiques**

Total	\$1,223,305	\$1,186,285
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# États financiers

## État comparatif des dépenses pour les années 1974-1975 et 1973-1974

### Sommaire-Ministère

Administration générale	\$ 4,576,265	\$ 3,274,084
Administration	55,000	20,000
Subventions et contributions	1,077,000	786,000
Pensions de retraite		
Relations publiques	1,223,305	1,186,285
Administration		
Relations industrielles	2,146,057	1,874,516
Administration		
Normes d'emploi	4,883,529	4,059,254
Administration		
Versements d'indemnités aux employés de l'État et aux marins marchands	6,904,121	6,791,425
Subventions et contributions	11,000	15,000
Recherches et développement	2,587,397	2,460,067
Administration	501,340	413,061
Subventions et contributions	\$23,965,014	\$20,879,689
Total des dépenses du Ministère		

## État comparatif des dépenses par crédit ministériel pour les années 1974-1975 et 1973-1974

Ministère du Travail — Traitement et indemnité d'automobile	\$ 17,000	\$ 17,000
Travail — Dépenses aux fins des programmes, subventions énumérées dans le Budget des dépenses et dépenses des délégués affectés à des travaux inhérents à l'activité du Canada dans le domaine des Affaires internationales du travail	17,043,893	14,071,264
Versements d'indemnités aux employés de l'État (Chap. 134, S.R. modifié) et aux marins marchands (Chap. 45, Statuts de 1964-1965)	6,904,121	6,791,425
Total des dépenses du Ministère	\$23,965,014	\$20,879,689

la décentralisation de ses services. Par suite d'une proposition, l'activité des programmes a été répartie entre les cinq principaux bureaux régionaux du pays, qui doivent rendre compte à un directeur régional. Grâce à cette décentralisation, le Ministère sera en mesure de s'adapter et de satisfaire rapidement à des besoins changeants et d'assurer ainsi un meilleur service aux organismes clients.

Cependant, les secteurs du Ministère chargés d'élaborer et la politique et les programmes, de dispenser des services de médiation et de conciliation, d'entretenir des relations provinciales et internationales et d'assurer divers services spéciaux continueront d'avoir leur siège dans la région de la capitale nationale.

Les plans dressés pour la création d'un conseil consultatif des relations du travail, composé de représentants des syndicats, de l'industrie et de Travail Canada sont en voie d'aboutissement. Le conseil devra rechercher et mettre en oeuvre des moyens destinés à améliorer le régime de la négociation collective, et, par là, susciter une meilleure entente sur la scène ouvrière.

Entre-temps, les diverses directions du Ministère ont eu fort à faire; les pages suivantes donnent un état plus détaillé des travaux. Pour un grand nombre, l'exercice 1974-1975 aura été l'une des périodes d'activité les plus intenses et les plus exigeantes de toute l'histoire du Ministère.

Par une coïncidence heureuse, l'année 1975 aura marqué le 75<sup>e</sup> anniversaire de la fondation de Travail Canada.

# Introduction

Au cours de l'année 1974-1975, le ministère du Travail du Canada a dû procéder à de nombreuses transformations et satisfaire à de nouvelles exigences pour s'adapter aux programmes mis en place, ainsi qu'aux événements qui ont marqué les affaires du travail au pays. En outre, sous l'impulsion d'un nouveau sous-ministre, M. T.M. Eberlee, le Ministère a redéfini ses objectifs, entrepris la réorganisation de ses services et cherché à jouer un rôle plus actif et plus déterminant sur la scène ouvrière.

Depuis la dernière réorganisation du Ministère en 1966, de profondes transformations ont modifié la situation socio-économique du pays. Ainsi, des questions et des problèmes se rattachant, par exemple, au progrès technique et à ses répercussions sur la sécurité de l'emploi, à l'éthique du travail et au désir de satisfaction professionnelle ont revêtu une importance primordiale au cours de la dernière décennie. Le travail s'est de plus en plus imposé dans les esprits comme une source d'autonomie et d'épanouissement.

En outre, l'état des relations industrielles au pays, que des conflits toujours plus nombreux semblent aggraver, a suscité parmi la population une inquiétude de plus en plus vive. Aux yeux d'un grand nombre, le régime de la négociation collective qui pousse à d'âpres affrontements a peu réussi à amener un partage équitable des ressources pécuniaires.

Le moment était manifestement venu pour le ministère du Travail du Canada de procéder à une réévaluation de ses rôle et objectifs.

Entreprise par un petit groupe de travail, cette tâche a abouti à un nombre sans cesse accru de consultations et de discussions auxquelles, en définitive, a participé la presque totalité des employés du Ministère, occupés à Ottawa et dans les bureaux régionaux. À la fin de l'année financière, des directives intéressant tous les domaines d'activité de Travail Canada, notamment le règlement des conflits, les conditions et les relations de travail, la sécurité et l'hygiène du travail, les droits de l'homme, etc., ont été établies.

Le rôle de Travail Canada, à titre de partenaire dans les affaires du travail, a fait l'objet d'une insistance nouvelle. Cependant, le Ministère a été également perçu comme un intermédiaire dynamique, apte à coordonner, sur le plan individuel et collectif, les intérêts en présence dans le monde du travail et, sur le plan national les intérêts socio-économiques de portée plus vaste. Il se devait manifestement de renforcer ses rapports au sein de l'administration fédérale et avec les provinces afin d'être en mesure, par ce moyen comme par d'autres, de jouer un rôle plus prépondérant dans les affaires du travail de la nation.

Voici en substance, le rôle proposé pour Travail Canada :

Promouvoir et, au besoin, protéger :

- 1) les droits des parties en cause dans le monde du travail;
- 2) les possibilités d'emploi;
- 3) un milieu de travail favorable au bien-être physique et social;
- 4) une juste rétribution pour les efforts sur les lieux de travail.

En raison de la redéfinition de son rôle, Travail Canada a dû acquérir de nouvelles aptitudes; ainsi, à la fin de l'année financière, il était déjà bien engagé dans la restructuration, ou plus exactement,





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# Les objectifs du ministère du Travail du Canada

Le Ministère poursuit l'objectif général énoncé ci-après :

Atteindre au progrès économique et social par des moyens justes en favorisant de saines relations du travail et une amélioration des conditions de travail.

Dans la poursuite de cet objectif fondamental, le Ministère travaille principalement à :

Protéger le droit des travailleurs de se syndiquer et de négocier collectivement;

Régler les différends du travail et encourager la collaboration ouvrière-patronale;

Établir et maintenir des normes équitables en matière de rémunération, de conditions de travail et de sécurité dans l'emploi;

Garantir des chances égales d'emploi et protéger les droits de l'homme dans les questions relatives au travail;

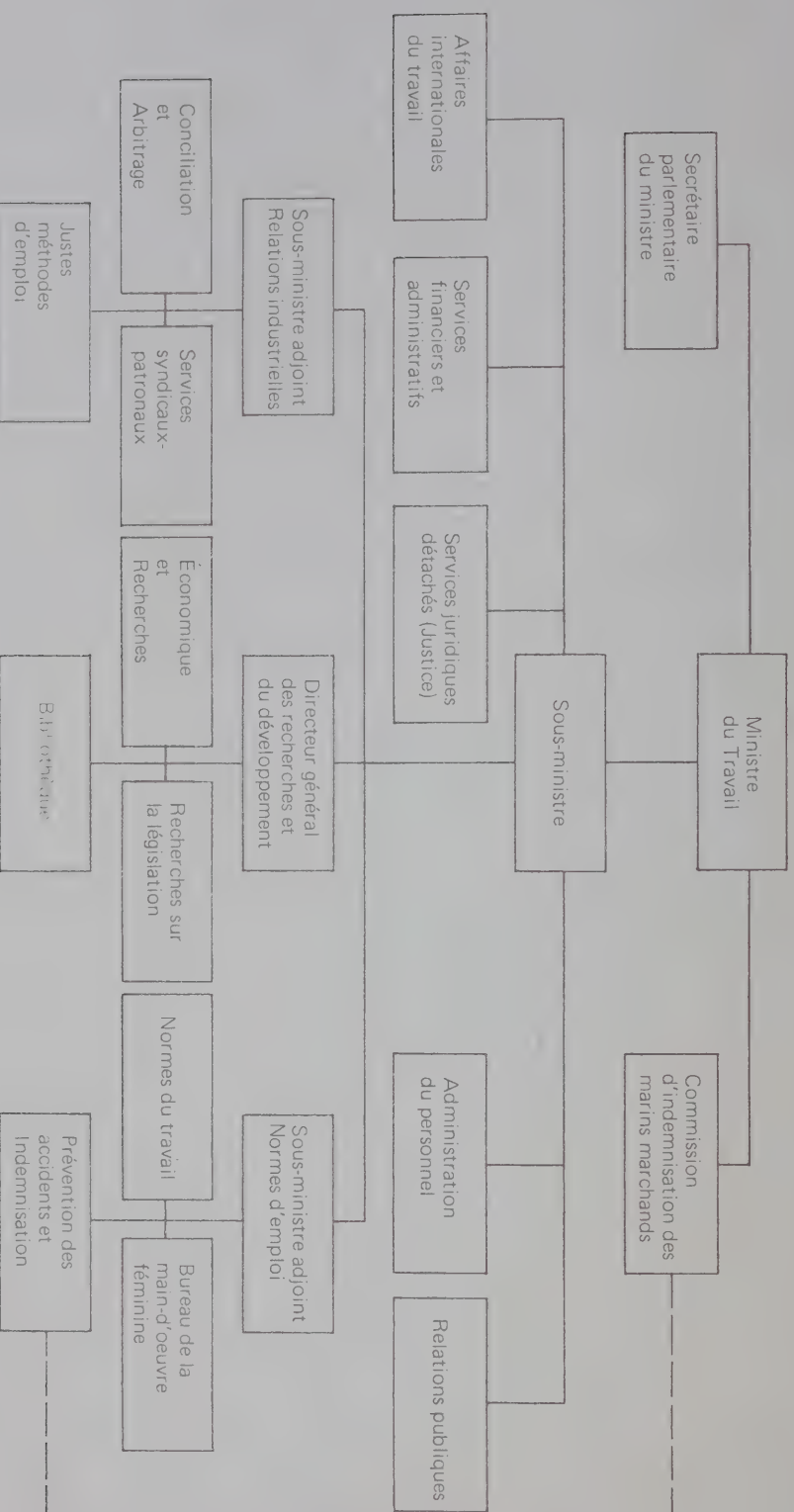
Procurer des services de recherche, de statistique et d'information en matière de travail aux syndicats, aux employeurs, au gouvernement et au public;

Encourager la consultation tripartite, aux paliers national et international, pour les questions intéressant la main-d'œuvre, et participer à cette consultation.

# Lois appliquées par le ministère du Travail du Canada

Le Code canadien du travail (chapitre L-1, S.R.C. 1970):  
La Partie I (Justes méthodes d'emploi) remplace la Loi canadienne sur les justes méthodes  
d'emploi;  
La Partie III (Normes du travail) remplace le Code canadien du travail (Normes) et la Loi sur  
l'égalité de salaire pour les femmes;  
La Partie IV (Sécurité du personnel) remplace le Code canadien du travail (Sécurité);  
La Partie V (Relations industrielles) remplace la Loi sur les relations industrielles et sur les  
enquêtes visant les différends du travail.  
La Loi sur la conciliation et l'arbitrage (chapitre 110, S.R.C. 1927)  
La Loi sur le ministère du Travail (chapitre L-2, S.R.C. 1970).  
La Loi sur les justes salaires et les heures de travail (chapitre L-3, S.R.C. 1970).  
La Loi sur l'indemnisation des employés de l'Etat (chapitre G-8, S.R.C. 1970).  
La Loi sur l'indemnisation des marins marchands (chapitre M-11, S.R.C. 1970, modifiée par les  
S.R.C. 1970, chapitre 19, 2e supplément).

# Ministère du Travail du Canada — Organigramme







# Ministère du Travail du Canada

340 ouest, avenue Laurier, Ottawa (Ontario) K1A 0J2

Ministre du Travail, L'hon. John Munro, C.P., député  
Chef de cabinet, M. F.A. Viola  
Adjoint spécial, M. Doug. Lord  
Adjointe ministérielle, Mme Marie Phelan

## • Principaux fonctionnaires

Sous-ministre, M. T.M. Eberlee  
Adjoint exécutif, M. Keith Deyell

### Programme des relations industrielles

Sous-ministre adjoint, M. W.P. Kelly  
Directeur, Conciliation et Arbitrage, M. A.R. Gibbons  
Directeur, Justes méthodes d'emploi, M. R. Traversy  
Directeur, Services syndicaux-patronaux, M. K.P. DeWitt

### Programme des normes d'emploi et des prestations

Sous-ministre adjoint, M. J.-P. Després  
Directeur, Normes du travail, M. B.H. Hardie  
Directeur, Prévention des accidents et indemnisation, M. J.H. Currie  
Directrice, Bureau de la main-d'œuvre féminine, Mlle Sylva Gelber

### Programme des recherches et du développement


Directeur général intérimaire, M. Cecil D. Harper  
Directeur intérimaire, Economique et Recherches, M. V. Johnston  
Directeur intérimaire, Recherches sur la législation, Mlle Nicole Kean  
Directeur, Bibliothèque, M. James Whitridge

### Directions des services

Directeur, Contentieux, M. G. Van Berkel  
Directeur, Affaires internationales du travail, M. John Mainwaring  
Directeur, Services financiers et administratifs, M. C.J. Helmes  
Directeur, Administration du personnel, M. E.B. Meredith  
Directeur, Relations publiques, M. J.W. MacLeod

Information Canada  
Ottawa, 1976  
No de cat.: L1-1975





# 1975 Rapport annuel

pour l'année financière  
terminée le  
31 mars



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